**ENCORE BOSTON NETWORK NEWS!**

**September 30, 2014**

**Welcome to Chuck Yanikoski, our new Encore Innovation Fellow**

Last week, we announced that Cathy Kang is the new Network Director for Encore Boston Network and that we have formed a new board. This week, it gives me pleasure to announce that our proposal for a second-year Encore Innovation Fellowship has been approved.

Over the past year, Anne Manning has served in this role and has used her market research expertise to help us pinpoint openings and barriers to expanding the number and range of encore work opportunities in our area. Thanks to her effort, we are actively exploring several options for applying encore talent to address known social challenges or nonprofit capacity issues.

To carry this work forward, Chuck Yanikoski will join Encore Boston Network as our Encore Innovation Fellow for 2014-2015. He will work closely with Cathy Kang to help build EBN and to pursue ways we can leverage existing programs and capabilities to offer work that makes a difference to more older adults in the Boston area. Our thanks to Encore.org for making this initiative possible.

Chuck’s background is in financial services, most recently as founder and president of Still River Retirement Planning Software, which provides software solutions to the financial advisory and retirement planning industries. Recognizing that preparation for retirement requires more than financial considerations, he founded the Association for Integrative Financial and Life Planning and joined the Life Planning Network, for which he currently serves as New England Chapter co-president.

In those roles, he helped pioneer several innovative initiatives, including one that promises to extend financial life planning services to communities that have typically been beyond reach of these services. Chuck has also served as president and treasurer of the Sage Crossing Foundation, which provides farm-based programs for autistic adults. Chuck attended Harvard College and University of Chicago and lives in Harvard, MA with his wife and son.

Chuck can be reached at [csy@stillriverretire.com](mailto:csy@stillriverretire.com" \t "_blank).

**National encore news from Encore.org**

In case you did not received this directly from Ann MacDougall, president of Encore.org, here is a round-up of recent national news related to encore:

As we count down the weeks to [Encore 2014: Building an Encore Nation](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-Dkon0EXYt4jnevBqiO_gz2_N3s7z6pnH90qfKBi3XMgASwIy456V-MzYc9hYt52cMKvZyAYuJNvo3OGc3xlaULEwWH8inTLs85OJRZ0lni5qQOizuGblEfecnYBuebjMFp8TZAB1MjIXhB5HSlqMySIVFhaIJf6IQj9Rldk2BHjb6MSTOPJtUJW1IOPvE-xzbEtInasygoeXeCZ0GiiaoOh3ZqhgVSTd918EJsP5tNK5UKjzUpttJA1Y=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank), Encore.org's first-ever public conference, meeting October 28-30 in Tempe, Arizona, we're delighted to see the encore move-ment message reaching across cities, counties, states - and continents!

Our founder and CEO Marc Freedman was an honored participant earlier this month at the [World Economic Forum New Champions Plenary](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJvNrjREUfddFze6yNqxGm2qNLZ6XGtnnu83vTIvyo2jJRy3HEHoy8pfo8OQuyopwWkE7KKM7nawPl-h1yWX8kDz7FTyYIUp3NyXdIBR_U2Cjyjl1_3av9ohCZbVWc8_JAtXrku63SS-qYVo_4wHxIL13OOb3_ma-P&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank), held in Tianjin, China. Social innovators from the developed and developing world gathered for the three-day meeting - which those in the know consider a hipper, less-formal Davos. As a featured speaker - one of five [New Champions](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJ4gZti2gC7FiYLWTqVqsla8kxplcl7rUQ9HR0Bi_s13V4jfPE4khcTeEdH-c00i-zPFNzlEQ1_KlFsxyqsp5jXjL3RzIZHxJjh6O-iPwZdqWq3uyahFzdmXyPx3Py7Z9Zhu63g_0_JFx6YzizpTC0xA==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank), chosen from 1,900 attendees - Marc had the opportunity to bring the encore message to an audience of nearly 2,000 from more than 90 countries. He was also part of a [high-powered singalong](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJrOHkqKhPjOqbnY7TrSTlWfQ8o-jInX8y8SztuLeEVPNzvko48HGokq8HIW9Q_6KWjQpSANoB4GlpHb5k3bwSw2rk-zLGpciC668T3aXABp0NXn1NwTyo_mrklOB1zMnF_41SVYKnALtFhVcjbNXN7__on7FCsb6NSpmJfr-IMCY=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) on the program dais, for a rendition of "We are the [New] Champions" that Queen surely never envisioned.

Closer to home, Marc's [blog post for the](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJ84x5MuyyeFDZubJWIxBOfoN9DsJLxaGeq9cJ312NOwEgmxETTTUqQoiqM5DCfvAEkVKAKXg4l6QEFJkQB2gLWZJfhb03gfVvpE6O-gfsJnBtgfsMmWHuO09BNXXaAItETt6Kx5ozuU2CPSFoqVxohIo_N7leRcFAOxGTnvwCXUB3OUjql9aSJ6SgE6l3c2td&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)*[Harvard Business Review](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJ84x5MuyyeFDZubJWIxBOfoN9DsJLxaGeq9cJ312NOwEgmxETTTUqQoiqM5DCfvAEkVKAKXg4l6QEFJkQB2gLWZJfhb03gfVvpE6O-gfsJnBtgfsMmWHuO09BNXXaAItETt6Kx5ozuU2CPSFoqVxohIo_N7leRcFAOxGTnvwCXUB3OUjql9aSJ6SgE6l3c2td&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)* laid the foundation for school for the second half of life - complementing and reflecting our EncoreU efforts to develop higher-ed options for unconventional students, like people in their encore years looking to learn, improve their skills or gain new certifications to support the transition to a new encore path. As Marc wrote, "developing a robust version of school for the second half of life would not only be good for gray-haired set; it is aligned with the interests of the nation's higher education institutions and society itself." Good for society; good for education; good for encores - sounds like a winning proposition.

We hope you'll read author, *New York Times* columnist and human-rights advocate Nicholas Kristof's new book, with Sheryl WuDunn, ["A Path Appears: Transforming Lives, Creating Opportunity,"](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJzxqbMUS8SHCRHMV__MXAtyJHtz-NmkS1rgh30wZDbWDxotZtE__d0w_39ijmKqXy4EXYC0fMaPD6BjlEe-nmt0OKDZL199mB81HSdf32VXdasyjouK3yz8Ayyv6dMvanYvyXcTRbhDVFNLtpZa2Fq2lGQV__1EFmH8ltDaJfoZXiRxil_VfajhTgm_20BYyFZGwzuifrPjQ=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) which devotes a chapter to the encore movement as a powerful tool for positive social impact. The book was formally released on September 23d; early reviews have been very strong. Mr. Kristof will be the closing speaker at Encore 2014, joining an array of conference luminaries, including Jane Pauley, AARP president JoAnn Jenkins, Sherry Lansing, Paul Irving, Chris Farrell, journalist Farai Chideya - and the 2014 Purpose Prize winners, a hugely impressive half-dozen social innovators whose vision and hard work have improved tens of thousands of lives.

Other headlines:

Across the country, mayors are being challenged to make their cities stronger for older residents, through the Milken Institute's ["Best Cities for Successful Aging Mayor's Pledge,"](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_xTrdWZCXmaekUH4DGL0ymSId-lR0-9eLu7aQ6c_eRn7VZEPO1GRNx72i7Jp3eqePa3iK_iqHYfoaNRSzJCtmyo-oRs06n03mSJap0BdlpPB8bWpzhBbqsbrBunBmuQSkOHjGvXgtlYIHJUYOe6r7DuQ==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) which includes encore-attuned commitments to support employment, entrepreneurship opportunities and education to help older residents become more financially secure - and to promote the wider use of encore-stage residents in pro-bono and paid roles that serve community needs. Encore.org founder and CEO Marc Freedman and Encore.org board members Laura Carstensen and Sherry Lansing have signed on to the pledge request letter. We hope you'll also support the pledge by asking your mayor to sign the pledge, too.

Encore.org VP Jim Emerman wrote about [the appeal of encore careers](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DksZp8ZwI4T9c3dCMmFh1qUxtLtyvIkWho4-LPITuFS4Vfosp6aKo8q352Yc-R7iMSb9WZPhHW3bi2xVN_ndPCALg5QS1d7vMzH07q_689eVQuRawuqL9SuHFA7_NXnBAC2j-Pkkp6cSmPqjPmF0ah1RDqDFubZapC1KG-SGrpfW0sdeWD6MBl_pxkTpnuk4SnNvFrYD66VG4Jc0E8VSrXoQZzYEhYUWBkw==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) to many people in midlife - and the challenges of converting that desire into concrete action that improves the world, for AGEnda, the blog of Boston College's Sloan Center for Aging and Work.

Our own Encore.org VP Phyllis Segal was formally honored in Washington, D.C., for her national service leadership on [Americorps' 20th anniversary](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJds9j__MVfyou6x3MYc3pa1UioUVcHk-2gm-zGwR1ZgmRV95VFTAIIClnBw55vTZJR-ba301SqysBDCc2sCxYxoa5ezVd23yZEff4g5ARm5yJ_4pj0uGWspwjt9TWp_TewMtE7jPYsqy4TWMHNhW7Rgfh30wZn1_0sh-eIxcckWE=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank). Americorps, designed and launched for President Clinton by Phyllis' late husband Eli J. Segal, builds communities and relationships by bringing together diverse constituencies in projects that serve the greater good. Anniversary observances included a [tribute](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJIq5aHE5tCAGR85qBSPRLaM0mfqE9AWuFOjXYUuRkKzOTg-pT7JKLSoCOtjrwwUcNPhBHzRNb06uVMk5Kd9fhX7dWucB9XdheeBddtJbMKKHM-XoV7gS6UxxYP7yStTMq_Ms02q55SnE5qy7muF0IVRyVst0LWNFRazmxEaXwEghj9P9VVDPHX3jAp5iLFMqe&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)

by Phyllis' proud daughter, Mora Segal, in the *New York Daily News*.

On the West Coast, CaliforniaVolunteers marked the Americorps anniversary with their [Trailblazers](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJ-fERpaNBh68siTO-03wjQhht5Fvz2kEJe95N-GBTQ5PWAvrwVPDvZIbq9StF6cPzjHk_3-FFxLso0TmE2AIua4NMlNqmDGpGNo2gPL9nkar74D2OdjYUJThDzUmRvlBAk3MRMdie82iFoIR2XDm5-bN1HSRo5-j4KljeJ-wa8eZibn8ZKL6LqyFubPN5tYbFkZdSsyucd1T4GyxnKIa9Ug==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) awards, which included Encore VP Nancy Peterson, who was recognized for her leadership role in developing YouthCorps programs and convening service leaders across the state of California.

Aligned with the Americorps' 20th anniversary, Encore alumna Michelle Hynes co-authored a [compelling report for America's Promise](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJStz5eCKTV0AuOM6EWQnqZehFtUvJlYxZgWctH4rjEAf0fBvrTqdi3A0ZNzLYzvXYS0k74hsTv2_NA0UoeNASP7xAH-_f06V2Zl1WswCzKAG6-zoNyyav0JDO1RGtVK1fBRogI6fXdMy1WV3nyBsNU1oUCDTYSZi957W27q-JWQooRD1adeAiGq6lRNmrUNS7&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) that documents the durable, often undersung impact of national service initiatives focused on education on the high-school graduation rate, across the lives of students from the earliest days of preschool into college and beyond.

In Purpose Prize news, 2009 Purpose Prize fellow Lloyd Pendleton's outstanding work to end homelessness in Utah was the subject of a ["Financial Page" profile in](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJyz-wa0E5bd1hKJCiLYinOm4TtH_D426q0O1Xp6iRUDa8RJ7LcFPttOhqWnX9IQ_RnefWk3QXgbza2p3keqgk1ojkBj_BXRlm_sxypKa1WIlPmc-MI4fYnEk2fKFns7kwRIC7PHJ3nws1LQxMd6sIEQx3f71cjJ3j&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)*[The New Yorker](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJyz-wa0E5bd1hKJCiLYinOm4TtH_D426q0O1Xp6iRUDa8RJ7LcFPttOhqWnX9IQ_RnefWk3QXgbza2p3keqgk1ojkBj_BXRlm_sxypKa1WIlPmc-MI4fYnEk2fKFns7kwRIC7PHJ3nws1LQxMd6sIEQx3f71cjJ3j&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)* magazine. And 2013 Purpose Prize Winner Ginny Donohue's "On Point for College" program, which has helped more than 4,600 young people move into higher education, was [showcased](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkjBgNVwdiXDJMjbOc4H8LSipq-jv1zxECps9jKczyIZ3XOYwi0J8SPx358nJtz_nmLM39eR4JPzUlirfxPb8BmCjM_QllyIAv1kKjCdrrLkYO-WObT_fhbpL7-jxBpuD3Gjm4jZbNRtTfmecnYYp_v8aYs3DcCcggOXtOVMwiaIMTC7bLN6Xr9aCR3Eb1hdETnWG7x1h50e8zoq1YOBWwuKFr6h8eTQnBaYXcxmmJmeudxGRPZ_2vWd-KjZs-LMTAWThlZOxjl0E&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) in Syracuse.

For those who will join us in Tempe, we look forward to celebrating together as we consider our accomplishments and focus, with enthusiasm and renewed energy, on the work ahead: Creating a movement that makes a difference in the world, by using a generation's abundant talents. For those unable to attend, stay tuned on Facebook, LinkedIn and Twitter, for updates on what we learn, share and discover.

With all my best,

Ann MacDougall

President, Encore.org

P.S.  Just as I was finishing up this newsletter, we had a bounty of high-profile media attention on encore themes. Three to read:

* A *[New York Times](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_x095n1W7j_V1bEtufikH9Ldqq0CvXgBQZaWCGNRTCMptMlWRLlgE1pkhQ42QE1aaeJT6aLdPvKsTY_oI6T9E_FPi2EsONXEetWH4xI_L0zNfwpXZL_e5GkEANnfiVRRWnITU-qwMOo1lz46o4oUHW0Bl6K5j1KlnZ3n35QXVTNIqpmzAcvsZR5yj0NnZjaY-MEdfkzW7eMXIDAxHlEXYDJ2I8_k2wcT-icG3gQDNNtzaQzr9D3SP4FiirFjtcMC3Yp_Gn91Ec-W6IGG6D2CChXv1wibd9A8a4ryW60NEUhNM=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)*[story](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_x095n1W7j_V1bEtufikH9Ldqq0CvXgBQZaWCGNRTCMptMlWRLlgE1pkhQ42QE1aaeJT6aLdPvKsTY_oI6T9E_FPi2EsONXEetWH4xI_L0zNfwpXZL_e5GkEANnfiVRRWnITU-qwMOo1lz46o4oUHW0Bl6K5j1KlnZ3n35QXVTNIqpmzAcvsZR5yj0NnZjaY-MEdfkzW7eMXIDAxHlEXYDJ2I8_k2wcT-icG3gQDNNtzaQzr9D3SP4FiirFjtcMC3Yp_Gn91Ec-W6IGG6D2CChXv1wibd9A8a4ryW60NEUhNM=&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank) covered entrepreneurs who 'cash out' to find meaningful second acts, with quotes from Marc and Encore.org board member Ron Cordes.
* A thoughtful piece in *[Newsweek](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_xW7rSKHuOMeJ-NJWX75h5Mu43beImyz0DrVCWJzEIcT2oAijf71cwJ_zBsn0v6D_rpurXRYthqrwKVG7MMvb0_LyGjYug7XTmjX3nRjTNnu7PSq2Qp9XwHT814rT30Kkjch67JUGhs7xj-5AcWBNUwC7RlGDovhWnhTQsYF3L0LdOIN65wkZExg==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)* made the connection between longer lives and the opportunity for multigenerational communities as a potential solution for supporting society's most vulnerable, quoting Marc extensively on the potential of the encore life stage.
* And in this weekend's *[New York Times](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_xj0Z3ex5Ij7BjbyqHg8ZbSNsqmB26_zm4VXUGPSfSenoYCYOlS4ZaQeNwEvHiXoT4zv2c8pyyVtWnqhcF6uzj5zPM5WNrd04RkaDXxakCK8ezR-fJWJZyScVtB25DwsyTfAUzHlmTXkqYhuzYWODcoz-mrDfa-JEz7W2yPQkfuJo_8N-i6fIrmiAx4meQVsW3oRQIg2HZycOa-e_q5qpHoVdvfXKv1JcIRlKjf4XJoxEXFWR3LIEP4Q==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank)*["Retirement" column](http://r20.rs6.net/tn.jsp?f=001viqK1PpdHe0vCg_S-Pe7JttDX_RtY2DdkZ5W3qbK8Hwp2z3cax-DkqNbXw1gDU_xj0Z3ex5Ij7BjbyqHg8ZbSNsqmB26_zm4VXUGPSfSenoYCYOlS4ZaQeNwEvHiXoT4zv2c8pyyVtWnqhcF6uzj5zPM5WNrd04RkaDXxakCK8ezR-fJWJZyScVtB25DwsyTfAUzHlmTXkqYhuzYWODcoz-mrDfa-JEz7W2yPQkfuJo_8N-i6fIrmiAx4meQVsW3oRQIg2HZycOa-e_q5qpHoVdvfXKv1JcIRlKjf4XJoxEXFWR3LIEP4Q==&c=8UMGJh1ma8goRqeTb9fhF_IXVi1Bedw8pfEW-sLH90H_5m6BckkXmg==&ch=l8Ljn5V5I8T6HxNkzYURwvfzML4Jen3WKBhQDry4gLboK3jZdp-XnQ==" \t "_blank), Kerry Hannon touted encore fellowships as one of the innovative programs being offered by forward-thinking companies helping their pre-retiring employees transition to their next acts.