Not Your Typical Daddy/Daughter Date



Aaron recently returned from a Vision Trip with the non-profit organization, International Justice Mission. He was joined on this trip by his daughter Ellianna, who shares more about their journey below.

This IJM Ghana trip was stressful, agitating, and uncomfortable, but that is what made it so wonderful. I was repulsed at the pungent smells and claustrophobia brought to life by the tour at Elmina Castle; my heart was broken for the cheerful survivors dancing at the aftercare center; itching guilt overwhelmed my body as I sat cruising Lake Volta while taking pictures of possible child labor victims. Tears were shed, and boundaries were broken. It was good.

Through my discomfort came life-long relationships and a desire for change. It made me realize that sometimes the only way to make a change is not to bask in our comfort, but to meditate in our discomfort. We cannot stay in the celebration of one God-given victory or never challenge ourselves and others for justice, for then there would be no further change. The cycle must persist. It is not easy work, which is something the IJM Ghana team is well aware of. Below, I will walk through my thoughts and emotions by witnessing a glimpse of IJM's work and the reasons behind their passion.

For a little under a week, I was part of a group of Americans who had the opportunity to tour IJM's work in Ghana. Briefly explained, IJM combats various forms of modern-day slavery in 17 different countries, but this trip was focused on child trafficking in Ghana's Lake Volta fishing industry. The trip began with Ghana's slave history and then worked its way through IJM's current progress to its future goals. On our first day, we were taken to Elmina Castle, previously known as a trading post for slaves. As we walked through with relative ease and took pictures of children playing outside its walls, it was impossible not to think about the inhumane practices that were inflicted on people not too long ago. We had stood in one of the small cells where as many as 200 tattered slaves were kept, but here claustrophobia was the least of their worries. Bodily fluids and toxic gasses created a bed for disease. Scraps of food that seldom dropped from the ceiling weakened the body. Sexual abuse tore through skin, bone, and dignity.

The conditions were horrible, but one thing killed hope more than the rest: the Door of No Return. As the name insinuates, when someone stepped through that door, they never returned. They would be stacked like Jenga blocks in a ship that sent them to various places to be further enslaved, further beaten, and further oppressed. If they did not die in the castle or the ship, they would most likely die in their new forever

home.



The “Door of no return”

We returned to the bus and I sat still, attempting not to confront all that we had learned. Why? Because I knew if I did it would become a reality. I did not want the treacheries they experienced to be true. I did the same thing when we played with the survivors at the aftercare center and when we admired the beauty of Lake Volta. All I wanted to see was children finding joy in the Lord as they put on a show for us and taught us childhood games. I didn’t want to see the beatings on the children’s skin or the trauma they experienced when their best friend never returned from the water. I wanted to ignore the fact that I saw children fishing in the rain on a school day. We were being shown the beauty of God’s accomplishments through IJM, and I wanted to stay in that beauty.

But at a specific point on our boat ride, I finally wanted to jump into the cloudy waters and swim over to the fishing children to accompany them. It was when a canoe was close enough for me to see two sets of raw palms waving at us. But they didn’t wave with the common emotion of excitement, rather

they had a flat face and only waved to say, “I’m here. Please, notice me.” I was embarrassed at the sight of our motorized boat among the canoes and people’s worry about our dry state while soaked children worked to keep their canoe from drowning. Don’t get me wrong, I am grateful for the beautiful experience and generous hospitality, but I am also enraged by how different my life is from theirs.

While this trip has angered me, it has also given me hope. Throughout our time there, we had an abundance of food. I forgot what it was like to be hungry. Although I could not keep up with the frequent supply of amazing food, I was grateful for the time spent at meals and the welcoming culture I experienced. It is a beautiful culture, one that I am now missing as I am back in America. Food was used to welcome us and bring us together (I don’t know how to grammatically put Akwaaba into a sentence, but this is where I would use it). At our meals, I met many people that I would now like to consider my family and learned many things about Ghana’s beautiful culture. We were taught to dance, carry a bag on our head, how communal Ghanaians are, and how important the day of the week you were born on is (long live Thursdays!).

However, the most important thing I learned at a meal is how God is working wonders through every IJM member to restore justice. On the last day, our American crew joined the whole IJM Ghana team at a retreat. Of course, there was song and dance. The most entertaining part was how stiff we Americans looked on the dance floor, but the most powerful part was the worship. You could hear in the singer’s voice that she was not singing from her mouth, but from her soul, in a determined effort to reach God. She was reaching others too. When I looked around, people were moved. Hands were raised to the sky in praise and lowered to the ground in humility. Many were crying, and so was I. I was crying because we were given a beautiful gift: hope. I could see how these people truly believed in what they were doing and the power of God. There

is a chance for a brighter future because the light of God shines through these people.

Throughout the entirety of the trip, I prayed that I would not leave it unchanged. I was nervous that I would act as many would after a church service: raise our hands during worship, say a couple of amens, comment on the pastor's preaching abilities, and then go home to complain about the AC not working, forgetting everything until the next Sunday. It is a cycle that goes nowhere, and that is what I am still afraid of (hopefully others are as well) for me and this Ghana trip. I hope my fear increases and that I will channel it for good. I hope my desires will turn into action rather than remain thoughts. I hope I will share my experiences and not selfishly keep them to myself to remain comfortable and avoid confrontation. I hope I will let God take over and put the entirety of my faith in him. And I hope my hopes are also others' hopes. If so, restoration will shine through the darkness.

You can learn more about IJM at IJM.org.

What Should You Consider Before Relocating for Your Career?



According to a report published by Bloomberg, only 1.6% of job seekers relocated to take a new job in Q1 2023, an all-time low. More folks than ever value the freedom to work when, how, and where they want. Compromising on that freedom isn't just about what's best for your career. It's a question of how relocating will affect your life in three important areas.

1. Family

Relocating will be a life-changing event for your spouse and children. They'll lose the daily network of friends and family they've come to rely on and with whom they spend their leisure time. Younger children may adapt to these changes quickly, while older children or your spouse might struggle to make new connections. Social media could help your family maintain some of those existing relationships. It could also make you all miss your old home even more.

Your family will also have to build new relationships adjacent to friends and family, such as doctors, teachers, teammates, coaches, and babysitters. Relocating could also cause a strain

on your extended family, especially if you have caregiving responsibilities with elderly family members.

Navigating these changes won't necessarily be all bad. A fresh start could give your family a chance to have new experiences, broaden your view of the world, discover new hobbies and interests, and connect with new people who will enrich your lives in unexpected ways.

2. Careers

Whether you're thinking about moving for a new job or to maintain your career track at your existing employer, you might start by asking yourself if this move is a choice or a necessity. Again, in this day and age, workers can have a lot more say in the logistics of their jobs. What aspects of this job truly couldn't be managed from your current place of residence? Could you perform a similar job at a different company without moving? On the other hand, what kinds of professional experiences could you gain that would make relocating worthwhile? Could moving open up a path toward your dream job?

If your spouse works, discuss these same career questions with him or her. While you each have your own career goals, it's important that you are aligned on how you will continue to work together as a couple to achieve them.

3. Finances

Even if relocating comes with a significant salary bump, moving can be expensive. In the short term, you'll have to budget for expenses like shipping your stuff, traveling, selling your old house, and finding new housing.

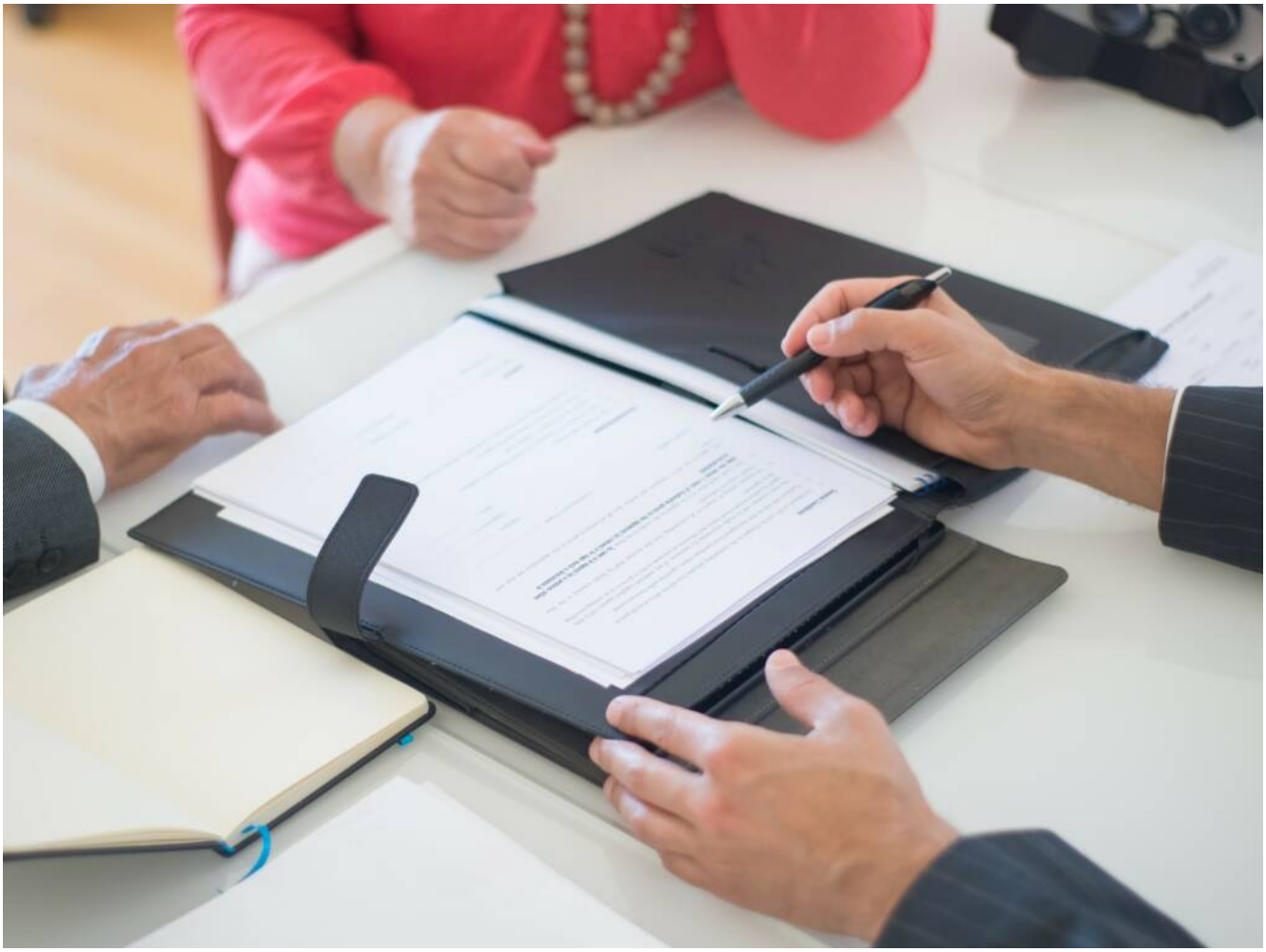
In the long term, you'll have to consider the effects of relocating on your monthly and annual budget. The cost of living could be different in a new state or city, including the price of groceries, utilities, and entertainment. Even

with employer-subsidized insurance, your healthcare costs could change, especially if you or someone in your family has an ongoing medical condition or regularly takes prescription drugs. Changes to your salary could change your tax situation. You might need to reevaluate your current savings and investment strategy to make sure that you're allocating your earnings in the most advantageous ways possible.

A little further down the road, relocating could also affect the cost of college for your kids. You and your spouse might also start to rethink some of your retirement goals, including where you ultimately want to live in your golden years.

Moving or relocating is one of many of life's transitions. The process at WaterRock is designed to help our clients navigate through each one. If you have a relocation or other transition in your life, set up a call and we can talk through all your potential challenges and opportunities.

Ensure Your Life Wishes Are Granted Through Effective Estate Planning



Legacy planning is often the last piece folks tackle in their financial planning because it’s the least appealing to think about.

Planning for a robust nest egg that will keep you safe, secure, and fulfilled when you stop working? Fun!

Deciding what to do with your assets when you’re no longer around to enjoy them? Not so much.

But if you put off your legacy planning too long, you run a real risk of leaving behind nothing but headaches for your loved ones. It feels like the least important item on your to-do list until it becomes the most important and you can’t do anything about it.

Here’s a quick checklist that will help you and your spouse outline a legacy plan that will protect your assets, care for each other in the event of incapacitation, and give you both

some peace of mind.

1. Create a balance sheet.

Maybe the best way to ease into this process is to set aside emotion for a moment and get the raw numbers on paper.

Start by adding up all your assets, including:

- Real estate
- Personal valuables (vehicles, jewelry, etc.)
- Bank accounts
- Investment accounts
- Retirement plans (401(k), IRA, pension, etc.)
- Business interests (ownership, equipment, etc.)
- Benefits payable upon death (life insurance, Social Security, etc.)

From this total, subtract your liabilities, such as:

- Credit card debt
- Mortgage
- Vehicle loans
- Personal loans

This simple balance sheet should give you a rough idea of your net worth. It will also give you a list of items you'll want to consider passing down to heirs, and a list of debts you might want to work on paying down.

2. Determine what plans you have and what plans you need.

At the bare minimum, everyone should have:

- **Last Will and Testament**, which details how you want your assets distributed to heirs and charitable organizations.
- **Power of Attorney**, which authorizes someone of your choosing to act on your behalf if you're incapacitated.
- **Health Care Directive**, which details what kind of care

you want should you become incapacitated.
- **Living Will**, which authorizes someone to make medical decisions for you if you can't, based upon what's stipulated in your health care directive.

Any of these documents that you don't have, you should get working on.

If you have any older versions of these documents that you haven't looked at in a few years, you should review them to make sure they're up to date.

3. Discuss your legacy wishes with your spouse.

Now comes the tough part – filling in all the blanks.

Like every other part of your retirement planning, clear and open communication with your spouse is key. If you're having trouble opening this line of dialogue, here are some questions to get you started:

- *Do we have all our important documents (personal ID, bank accounts, legacy documents, etc.) organized in one place?*
- *Who should execute our will?*
- *Who are our key beneficiaries? What do we want to leave them?*
- *What charities or causes would we like to support with our legacy?*
- *What are our medical wishes in the event one or both of us become incapacitated?*
- *If one of us passes, where will the surviving spouse live?*

4. Meet with professionals.

Again, we understand that these are difficult questions to tackle. Many folks prefer to tell themselves, *"I won't be around, I don't care, the good kid will take care of it."*

Unfortunately, your state of residence doesn’t consider this a legal estate plan. If you don’t have all your essential documents in order when you pass, the state will settle your estate according to local law. In even the closest families, this process can get really messy once the courts start deciding where your assets will end up.

We believe that part of living the best life possible with the money you have is putting a plan in place that will extend your legacy for years to come, while also making a difficult time a little bit easier on your loved ones. The best way to achieve this goal is to work through these hard questions and then bring a “rough draft” of your legacy plan to us.

If you’re not sure where to start, we have a process for thinking through and asking these hard questions with you. We can help finalize any lingering details, facilitate any challenging discussions, and connect you with legal professionals who will make sure your legacy is executed the right way when the time comes.

This article was prepared for Aaron Larson’s use.

What March Madness Can Teach Us About Your Financial Plan



Who’s the “Cinderella” team you have busting brackets in this year’s March Madness?

Everyone loves a good underdog story, but the history of the Big Dance tells us that the clock strikes midnight more often than not. There are more than 350 schools in Division 1 men’s basketball. But 60 of the 84 National Championship games played since 1939 have been won by only 15 teams, headed by perennial powerhouses UCLA (11 titles), Kentucky (8), North Carolina (6), and Duke (5). A hot streak might propel a surprise school through an extra round or two of the tournament. But much like a solid financial plan, schools that have consistently built their programs for the long run tend to get the best results.

Here are three more traits of successful teams that can make your financial program a consistent winner.

1. Good coaching.

In the middle of the “madness” are young men trying to make the best decisions on a huge stage under unimaginable

pressure. The teams that come out on top usually have a coach who can cut through the noise, bring out the best in his players, and keep everyone focused on the big goal. For UCLA, that was the legendary John Wooden, who won more titles as a coach (10) than any other coach – or team!

For your family, we'd like you to think of us as your "financial coach." You can rely on our expertise and experience to guide you through everything from market volatility to major life transitions. And we can use our WaterRock Way process to reevaluate your financial goals and keep you progressing towards them.

2. Balanced players.

While all-time great players like Kareem Abdul-Jabbar, Magic Johnson, Larry Bird, and Michael Jordan have all left their marks on the NCAA Tournament, no one wins the championship by himself. The best teams have players who complement each other, fill in each other's weaknesses, and give their coach flexibility to adjust to different challenges through every stage of the tournament.

We help folks achieve a similar balance in their financial plans. A diversified portfolio can provide options and some stability when the markets are unsettled. You'll also have more levers to pull if you need to make a major adjustment to your financial plan, such as buying a new home, paying for college, or making an unexpected early transition into retirement.

3. Strong defense.

Does defense really win championships?

According to a 2018 study by the NCAA, a team's offensive efficiency is actually more important to its success in March.

But in 2021, the Harvard Sports Analysis Collective found that

the most successful teams also tend to have smaller gaps between their offensive efficiency and their defensive efficiency. In other words, the best teams don’t just outscore their opponents, they also have the ability to protect their leads and lock down games when it matters the most.

You can think of earning and investing your money as the offensive part of your financial game plan. Protecting your wealth is the defensive part. In addition to balanced saving and investing strategies, it’s common in our planning process to create “emergency buckets” that can cover 6-12 months of your expenses in a pinch. We also tie insurance and estate planning into your plan so that you, your loved ones, and your money are better positioned for life’s ups and downs.

Sports contain many valuable life lessons, but your financial planning is more important than any game. And we’re confident that our process can help you pursue something bigger than any trophy: a confident financial future.

Increasing Your Activity May Increase Your Quality of Life



In a recent poll, 31% of surveyed adults reported that they exercise less in the winter than they do during the rest of the year. Cold temperatures and the winter blues can make it harder to find that spark of motivation when you're snug on your couch or focused on your laptop. And many more folks who've been taking work breaks in their home gyms might be struggling to stay active as they transition back to the office.

If you're feeling like your exercise habits might be slipping into hibernation, try one of these three simple ideas to keep moving and keep improving your quality of life this winter.

1. Bring your timer to work.

While working at home during the pandemic, we all learned how important it is to take breaks from work, stand up, and move around. The popular "Pomodoro Technique" breaks down work into 25-minute blocks, separated by 5-minute breaks, and then a longer 10-15 minute break every 100 minutes. You can adapt this idea to your specific work environment and use those

small breaks to do whatever physical activity is appropriate: taking a quick walk, climbing stairs, doing some jumping jacks, squats, pushups, or stretching. These active breaks add up and can have a major impact on your posture, your metabolism, and your comfort.

2. Make social time an active time.

Is your bar trivia team or book club starting to make you feel a little stir-crazy? Have you and your spouse seen every movie at your local theater? Try working some more active activities into your social calendar. Recruit one of your friends or family members to be your gym buddy. Instead of driving to meet a loved one at your favorite cafe, bundle up, order that coffee to go, and chat while you window shop on Main Street or stroll through a local park. Or sync up your 5-minute work breaks with a co-worker who will keep you company while you march up and down the stairs or do some lunges.

3. Try a new sport.

If you're snowed out of your favorite warm-weather sports, try adding something new to your off-season. Learning how to ski or snowboard can be another fun activity to try with friends and family, as are the community ice skating rinks that pop up during the winter months. Cross-country skiing can appeal to runners, cyclists, and long-distance walkers. Or start getting more out of your health club membership by hitting the pickleball and basketball courts.

But if the only thing keeping you from your usual morning run is the cold weather, consider adding an extra layer of clothing so that you can gain some serious health benefits. Harvard Medical School reports that exercising in cold weather can improve your endurance. Your heart and cooling systems don't have to work as hard in the winter either, so you might be able to exercise longer and more efficiently. And if you're the kind of person who's susceptible to seasonal affective

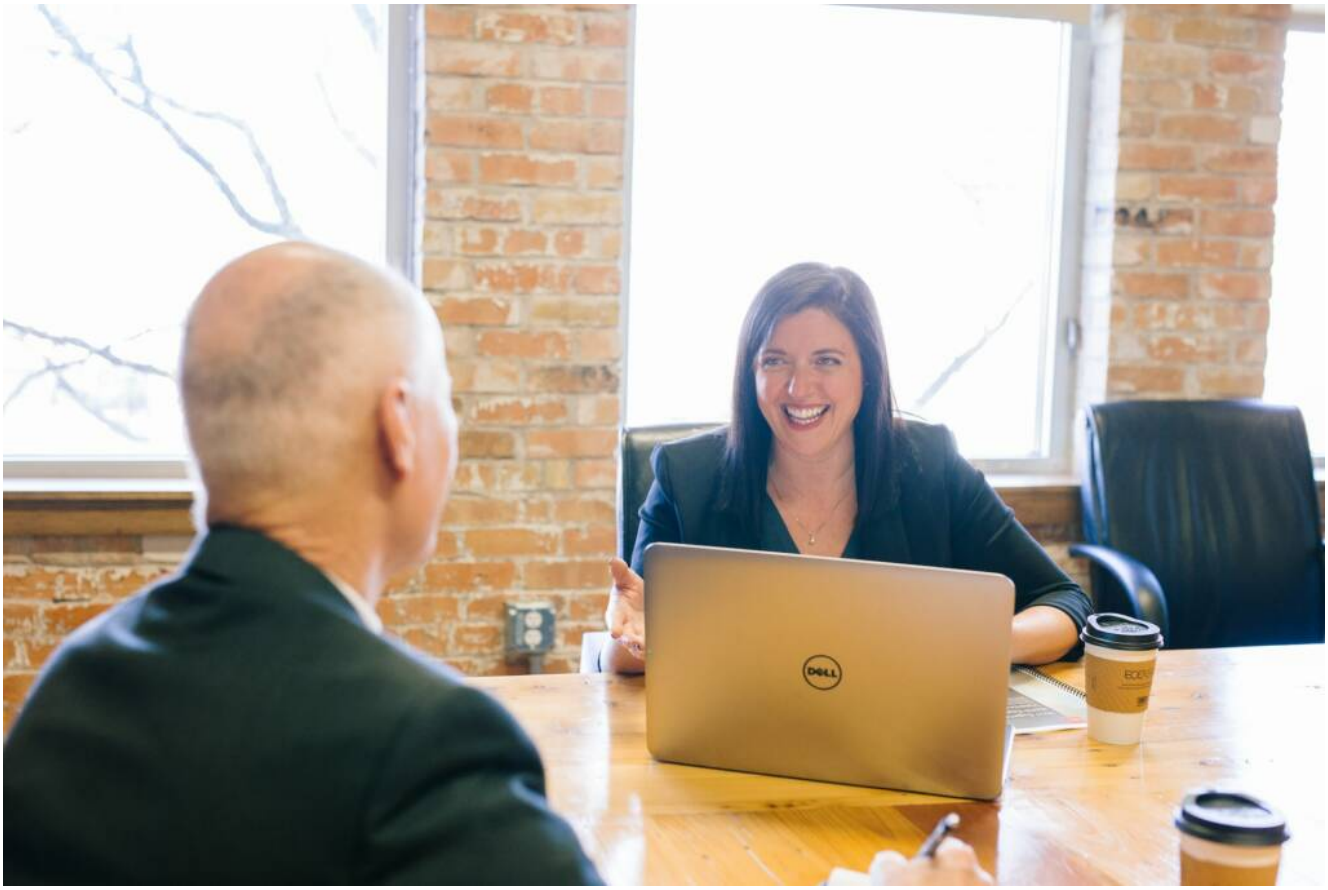
disorder, getting outside and boosting your exposure to sunlight can improve your mood.

Seniors and anyone with underlying health conditions should discuss cold-weather exercise with their doctors before hitting those winter trails. Everyone else should make sure they're adequately covered, particularly your head, hands, and feet, as your body tends to concentrate blood flow to your core when it's cold. A cold sunny day can still be bad for your skin, so wear sunscreen and lip balm. And add a couple extra minutes of stretching and light warm-up exercises to get your blood flowing, such as arm circles or knee lifts.

Have you tried any new activities this winter that have made an impact on your day-to-day? It's not too late to plot a family ski trip on your 2023 calendar! Give us a call and let's talk about making the rest of your winter memorable, healthy, and fulfilling.

This article was prepared for Aaron Larson's use.

Could You Benefit from a Personal Board of Directors?



CEOs at large organizations usually have a network of close advisors, c-suite executives, and stakeholders who hold them accountable for achieving important tasks.

In her book Building Career Equity, expert consultant Jan Torrisi-Mokwa proposes that we all do the same. This idea could be especially beneficial if you don't have the kind of built-in accountability that a top corporate job provides. Creating your own "board of directors" can help you reevaluate your relationship with your work, clarify your goals, make more meaningful strides in your personal and professional development, and improve your decision-making.

Here are six people you should consider offering seats on your board.

1. Mentors

An established, experienced professional in your field can be an invaluable resource. Think about someone you know who has had the kind of career that you're envisioning when you look

out on your trajectory. That pro could share lessons they learned, mistakes they want you to avoid, and feedback on your next big idea.

2. Coaches

Business coaches can provide some of the same insights a mentor does, but often with a higher level of systemization and accountability. There might be room for both a mentor and a coach on your board. But if you're the kind of person who commits more to things you schedule and pay for, you might appreciate the extra level of structure that you'll get from a coaching relationship.

3. Teachers

Talking to academics can give you a unique perspective on trends that are reshaping your business, as well as related fields and the broader economy. But with the wealth of online classes and continuing education programs that have sprung up for adults, you could also take classes outside your comfort zone that will expand how you think about your career, or develop new skills that will help you pivot to something new. Perhaps a deep dive into the history of where you live will help you rethink your company's connection to its community. Brush up on your French skills and your career prospects might expand across the pond.

4. Networkers

Do you know someone who seems to know everyone? If not, you might want to explore professional organizations that can broaden your connections. You could start with your local Chamber of Commerce or Rotary Club. Groups like YPO (for CEOs of larger companies) and EO (entrepreneurs and small business owners) organize their members into forums where they can talk shop with other professionals. And getting more active on social networks like LinkedIn could help you deepen connections that you already have and identify potential board

members.

5. Family and Friends

The people who know you the best are the best equipped to know when you're struggling, when you need extra support, and when it's time to celebrate. If you tend to keep business and family separate, consider sharing more of your long-term plans with your spouse, siblings, parents, or a close friend. While the other people on this list will probably focus on your professional progress, loved ones can help you stay true to yourself and find the balance you need to excel in both business and life. And on those days when your goals feel too far away from that comfy spot on your couch, a loved one will be there to get you on your feet.

6. Financial Advisor

OK, we may be a little biased on this one. But we're also very confident that our planning process can help you take in the big picture, establish goals, track your progress, course-correct when necessary, and get the best life possible with the money you have.

And whenever your life and your money are at a crossroads, we want to be on your speed dial.

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Finding Purpose in the Everyday



What is your money’s purpose in your life?

That’s maybe the most important question that our planning process helps people to answer. If the purpose of life was just to make more money, then no one would ever stop working. The best uses of our time and our money lead us to more meaningful experiences that help us to grow as individuals, connect to our loved ones, and make a positive impact on the world around us.

If the hustle and bustle of life and work have come between you and your sense of purpose, try this three-step process to get back in touch with what matters the most.

1. Reflect on your purpose.

Perhaps the biggest obstacle between ourselves and our sense of purpose is finding time to reflect. Schedule a block of time to simply sit, relax, and think about where you are in your life right now. You might try meditating, journaling, or even light exercise as a way to tune out the rest of the world

and clear your head.

So much of our identity is wrapped up in what we do for a living that it’s important to think beyond how we earn money. Think about the people who are most important to you and how you work on those relationships. Think about the interests you had when you were younger, the courses you took, and how those things led you toward your career or away from another line of work. Envision a week when you didn’t have to work at all and think about how you would spend your time.

After working through these questions, you might find that you’re already more connected to your life’s purpose than you realized. Or you might identify potential changes that you want to spend more time thinking about, such as building more self-care into your weekly routine, taking online classes to learn a new skill, or even contemplating a new career.

2. Focus on the little things.

Very few people get to spend every second of their day doing exactly what they love to do. The trick to getting through the inevitable struggle is to cherish those moments when you put your talents to their most meaningful uses.

For example, the pandemic era has been particularly stressful for medical professionals. Doctors and nurses have had to contend with challenging work conditions, grumpy patients, staff shortages, and delivering the worst imaginable news. But they’ve also deepened their bonds with coworkers, exercised all their skills and knowledge, learned new things, and helped countless people through serious illnesses.

Every job has those moments of purpose that we should all spend more time focusing on. No matter what you do, there’s an end customer whose life you’re making better, a co-worker you’re teaching or learning from, a problem that you’re able to solve, or a family member who benefits from the fruits of your labor.

3. Take more purposeful actions.

If your workday is so full that you can’t build more purpose into it, you might need to be more mindful about how you spend your time outside of work. Volunteer at a school or charitable organization. Teach or mentor the next generation of professionals in your field. Wake up an hour earlier so that you can devote some extra time to your exercise goals or hobbies. Invest in more purposeful relationships by leaving work at work and focusing your free time on friends and family.

Or, if your current job just isn’t aligned with your purpose, start working on a plan that will help you make a smooth transition into your next act.

We want your financial plan to connect your life, work, and money in a purposeful way. Call us and we can schedule a meeting to discuss how we can help you get more from your money.

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