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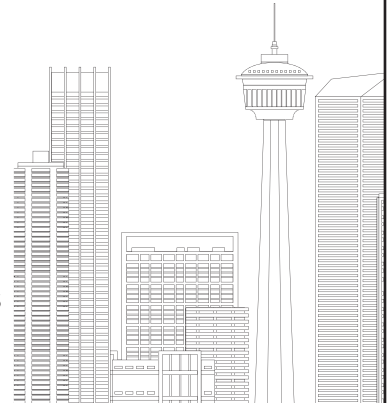


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Turning a Home into a Business While Moving at the Same Time

by Kelsey Higgins

Starting a business can be an exciting time, but it can also prove to be challenging when you don't have enough space for both living and working. If you're in this situation, combining your living and workspace by moving is one solution that can help make the process easier. Here are some tips to consider when starting a business and relocating simultaneously.

What to Look for in a New Home

When looking for a new home, make sure it has the necessary space for both living and working. Additionally, decide if you'd like any features such as extra bedrooms or bathrooms, parking spots, or a backyard – all of which could increase the value of the property later on if needed. Having a list of must-haves will help ensure that you do not waste time viewing properties that don't fit your needs.

The Homebuying Process

Once you find the perfect spot for your business and residence, review all documents associated with the sale carefully before signing anything. Keep in mind that real estate transactions can take weeks or even months to complete so starting early is essential. Additionally, meet with lenders or mortgage brokers as soon as possible to discuss loan options so that you are prepared when it comes time to purchase the property. It is also important to keep in mind taxes associated with buying property as this could impact budgeting decisions down the line.

Consider Buying a House “As-Is”

Purchasing an existing property “as-is” may be a viable option for those who are looking to save time and money while still having enough living or working space. Consulting with experts such as realtors is essential so that everyone knows what must be done to complete the sale before closing on the property purchase. Doing research ahead of time can help you make the best decision for your needs.

Updating Information on Your Website and Social Media

Once you've settled into your new home or workplace, don't forget to update contact information on your website and social media platforms. Having current details such as addresses is essential to let potential customers know where they can find you. Taking the time to update these components of your online presence will ensure that customers have access to accurate information when visiting (or calling) during regular hours of operation.

Go Back to School

If starting your own business sounds a little intimidating right now, you could also consider going back to school first – perhaps for a degree in accounting. This will give you an edge over the competition, and you can always take advantage of the flexibility afforded by online learning platforms. That way, you can work toward your degree without having to take too much time away from work, and you'll also have the benefit of being able to implement what you learn into your own business in real time.

Make a Detailed Plan and Timeline

Crafting detailed plans and timelines can help ease the transition period by keeping everyone organized. Doing so will prevent any tasks from slipping through the cracks, particularly when trying to manage multiple tasks such as finding appropriate properties, obtaining financing (if needed), dealing with legal paperwork, and other related matters. Proper planning helps ensure that all these goals are achieved in an efficient and timely fashion.

Create a Budget

Moving can be a daunting task, especially when it comes to budgeting. To make sure that all the associated costs – from moving and renovation expenses to staffing needs – are taken care of without too many surprises, setting up and managing a budget ahead of time is essential. That way, everything will run more smoothly when you begin operations in your new space.

Starting a business and relocating at the same time may appear overwhelming. However, these tips will help you plan effectively so that neither task is neglected

during the transition period between the current and future location. With proper preparation, tasks involved in relocating and setting up operations in a new environment will be relatively smooth. Without adequate planning in advance, these tasks would be more challenging.



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8 Tips for Beating Holiday Stress

Nancy Bergeron, R.Psych. | info@nancybergeron.ca



Whether your holidays are celebrated in a secular way or are steeped in traditional religious meaning, they are meant to be filled with love, laughter, fun, and family closeness. However, for many of us, this can be a time of extreme stress. What we envision in our minds, see on social media, and depicted in holiday movies, can be truly unattainable. Trying to get everything just perfect to match our expectations evokes visions of the movie classic Christmas vacation. So much is well intended, however, the execution falls short at each turn. Making lists for gifts and groceries, cooking/baking, house guests, planning for celebrations, and family obligations can add up to stress for most people at holiday-time. Help prevent holiday stress with the following tips.

1. Plan ahead. You know how it goes with procrastination – Christmas Eve spent scrambling through shopping malls and madly wrapping gifts. Plan your shopping list a month ahead and schedule time to shop early. Prepare any meals or holiday treats a few weeks before the holidays.

2. Make time to relax. Take time for activities you enjoy and find relaxing. For example, enjoy reading in front of a fire, or go skating with a friend or the family. Don't compromise a relaxing winter evening for another night in the shopping mall. Stay home with the family having a hot chocolate creation day, holiday movies, and popcorn night or a family and friend potluck.

3. Put expectations in check. If you're hoping for perfection (from yourself or your holiday experience), you might be setting yourself up for disappointment. Be realistic in your holiday preparations and the holiday experience itself.

4. Look for help. Do not try to take it all on yourself. Connect with your spouse, family, and friends and share the responsibilities for holiday shopping, preparing, and

cooking. Perhaps a cookie exchange or a potluck style traditional dinner where you are only responsible for the turkey and the guests all bring another part of the feast.

5. Set limits. Commit yourself to a budget to alleviate post-holiday financial stress. Stick to a certain number of gifts purchased and/or money to be spent. Say "no" to extra holiday work and be honest with yourself about the amount of energy and time you can devote to holiday events and guests. If your social calendar is over-booked, say "no" to an extra pre-Christmas party.

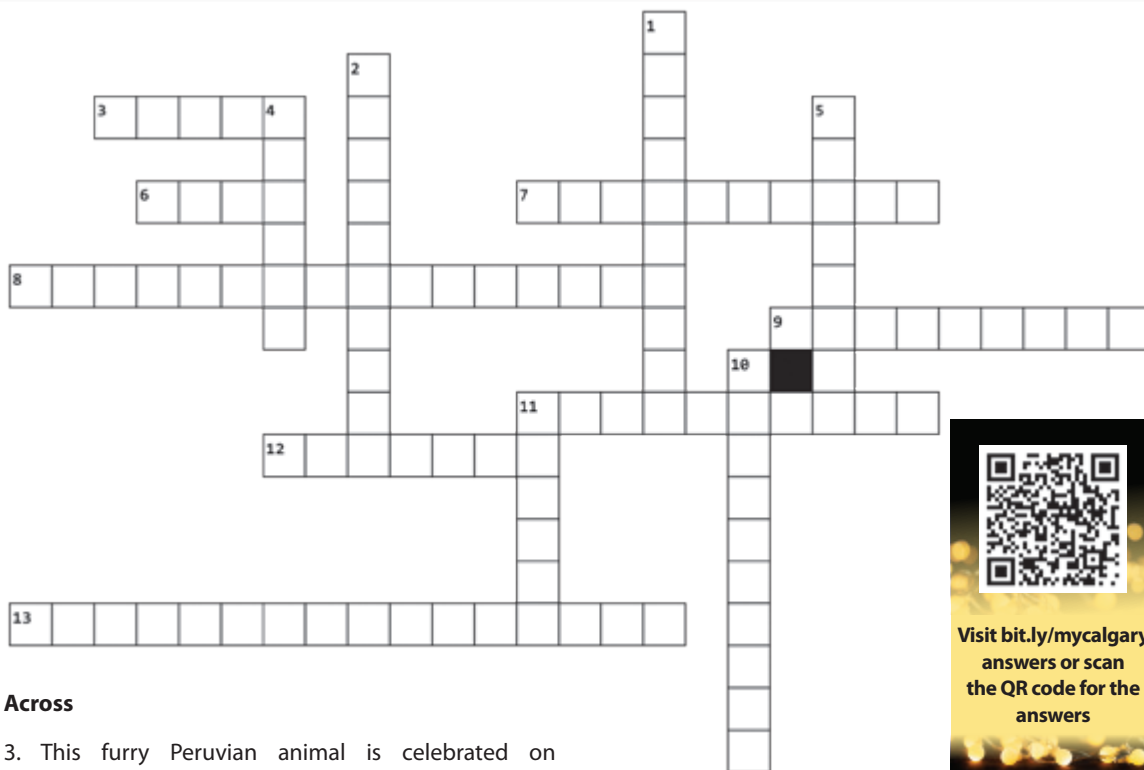
6. Eat and drink but be healthy. Holidays are usually full of all your favorite things – including sweets, treats, and cocktails. Practice moderation while enjoying parties and holiday meals. This is the time of year, we need to get sufficient rest, healthy foods, and hydration to ward off colds and flus.

7. Let things go. If family and relative interactions this time of year tend to turn into blow-ups and unmet expectations, the holidays are not the time to resolve old issues. We've had 11 months to confront these challenges with others in a more controlled, respectful, and healthy way. Write your grievances down to address in the early new year to allow time to work through or resolve some of these ongoing issues.

8. Don't forget the fun! Remember the reason for all your holiday planning, a season for celebration and time spent enjoying your family and friends. Take the time to remember what this holiday season means to you and enjoy it! This is where mindfulness comes in, be present and take in all the wonder of the season with all your senses.

Wishing you and yours, good mental health and all the joys of the season.

December Crossword



Across

3. This furry Peruvian animal is celebrated on December 9 every year.
6. The Canadian Soccer Association formally became a member of this important sporting organization in December of 1912.
7. This sweet Canadian export has its own national day on December 17.
8. In December of 1982, TIME Magazine named this popular object Man of the Year.
9. This famous holiday candy is made to resemble a shepherd's staff.
11. This Schitt's Creek star was born on December 17, 1946.
12. This romantic New Year's Eve tradition originated from the Roman's Saturnalia festival.
13. This book concerning two rival families living in the moors of England, written by Emily Brontë, was published in December 1847.

Down

1. These prestigious awards celebrating and honouring academics and philanthropists, were first awarded in December of 1901.
2. Sint Nikolaas, one of the most popular saints in Europe during the Renaissance, is better known as _____.
4. The highest grossing film of all time was released on December 18, 2009.
5. On December 17, 1903, the Wrights' first powered _____ was successfully used.
10. This Canadian singer won the 1998 Billboard award for 'Hot Soundtrack Albums' for her work on Titanic.
11. Canadians drink just under six million litres of this beverage in December.



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Art of Finding Work: The Best Job Search Advice I Ever Received

by Nick Kossovan



The majority of job search advice is cookie-cutter, advice that is not new, just common sense.

- Always be networking.
- Focus on your strengths.
- Show interest in the job.
- Before applying, research the company.
- Continually improve your resume and LinkedIn profile.

Despite following the advice of self-proclaimed job-hunting experts and career coaches, most job seekers struggle to find a job.

Most advice does not get to the root of what it takes to succeed. Most people find hard truth advice, often a truism, uncomfortable. Hence, they do not want to hear it. I am the opposite; I am grateful for advice that challenges my assumptions and reframes my thinking. More than once, someone's advice has exposed the limitations of my beliefs. Limiting beliefs are the most common obstacle to success.

For example, many job seekers believe their age makes them not hireable; hence, they accuse employers of age discrimination, thereby giving themselves permission

to believe their lack of job search success is not their fault rather than to analyse whether they are not being hired due to something they are doing or not doing. Consequently, job seekers who believe their age hinders them from being hired tend to gravitate towards advice that supports their belief. (for example, by removing graduation dates from your resume and only include your last 15 years of work experience).

Most job search advice is syrupy, based on what the advisor thinks job seekers want to hear and therefore fails to address the harsh realities of job hunting or managing a career in a hyper-competitive workplace where everyone is battling to remain relevant.

The best advice I ever received, advice that re-engineered my thinking regarding job hunting, as well as how to manage my career, was given to me during a heated exchange while living and working in Chandigarh, India, where I was overseeing a 150-seat call centre.

Unexpectedly, the COO of the company called me from California to discuss a process improvement proposal I had made to the CEO, which he strongly disagreed with. A heated disagreement ensued. At the time, I was young and cocky, and I said it was up to the CEO, not him, whether to implement my suggestion.

After a long pause, the COO said, "Nick, what other people think of you decides whether or not you move forward in this company."

I thanked the COO, admittedly sarcastically, for his backhanded advice, which many would have interpreted as a warning, hung up, and leaned back in my chair. My mind kept replaying his words. Eventually, I realized that his advice was a truism that summed up what it takes to succeed not only in one's career but also in one's life.

It takes multiple approvals to receive a job offer. What the person who reads your resume and LinkedIn profile thinks about your ability to do the job and possibly being a fit determines whether you are invited for an interview. You will likely be interviewed two or three times. Each time, your interviewer(s) will be judging you.

Aside from dating, I cannot think of an activity in which you are subject to as much judgment or scrutiny, whether on paper, your digital footprint and, of course,



face-to-face, then while searching for a job. The COO's advice contradicted the cliché advice to "not worry about what other people think of you." The harsh truth: nobody is entitled to employment, livelihood, or acceptance; they must be earned.

The advice to not worry about what other people think of you is good advice if you are not dependent on other people's approval. However, job searching boils down to seeking approval, often from strangers, that you are worthy of joining their payroll, will fit the team and company culture and will be manageable.

When you do not care what other people think about you — disregarding how you come across — you make it difficult for others, especially strangers, to judge you favourably. Therefore, the question: should you be 100% yourself when searching for a job and managing your career?

Not if it hinders you from being judged positively, that you are a professional who can be relied on.

In an interview, you are judged based on:

- What you are wearing.
- The words you use.
- Your mannerisms and level of energy
- Your posture ... and much more.

All this judgement happens after the employer has judged your resume, LinkedIn profile, and telephone screening interview to determine if you are face-to-face interview worthy. The hiring process is a judgement process.

Keeping the COO's words, "what other people think of you decides whether or not you move forward", top of mind makes me mindful that how I present myself and how others experience me are determining factors in whether I am accepted. In other words, I am constantly reminding myself that I have a great deal of control over how people perceive and experience me, which you also have.

If job seekers wish to experience more green lights throughout their job search, regardless of their age, they need to give more serious thought to how they present themselves to employers and hiring managers.



The Prairie Winds 4-H club is back up and running, and is ready for a fun new year of 4-H. We had lots of new members join us this year! Our club is offering numerous projects, such as: explore, canine (our first meeting will be at the end

of October), health and fitness, foods, photography, and creative options. We had our first two meetings already and the second one was an executive election meeting. The elections meeting took longer than it usually does because a lot of members were interested in sitting on the executive this year.



Our club started the month of October with a few project meetings including lawnmower maintenance, Day at the Races part one, bat box building, and event planning. During the lawn mower maintenance project, the members learned how to maintain a lawn mower, how to change the oil and filter

your mower, and how to sharpen the blade. Day at the Races part one included a behind the scenes tour of the Century Downs racetrack and stables, lunch and we were able to watch the races. We were so fortunate to be given that opportunity.

In November, we are going back to clean out the horse stalls for them. During the bat box building project our members built bat boxes for the Cochrane Ecological Institute. They are building bat boxes to save the decreasing bat population. The last project of the month was event planning part one, where members learned how to plan an event from a professional event planner. These members don't just get to learn how to plan an event but will also host a Christmas party for the club in December!

Cold Weather Preparations

by Alberta Health Services



Alberta winters can be bitterly cold and when the temperature dips below -40 degrees Celsius, that's when "extreme cold warnings" occur. Wind gusts can be strong enough in our province to make it feel even colder.

It's Important to Remember a Few Things During Extreme Cold Warnings:

Try to Stay Indoors

Roads and other paved surfaces can be snowy or icy during extreme cold warnings. If you must go out, always let someone know where you are going and follow these instructions:

- Check 511.Alberta.ca, Environment Canada, or download the WeatherCAN or AEA Alert app for current road conditions or emergency alerts.
- Try to cover as much exposed skin as possible. Wear warm, waterproof, and windproof layers, scarves, neck warmers, or protective face liners and waterproof footwear.
- If you are sweating, remove outer layers of clothing or open your coat to avoid getting your clothes wet.

Learn how to prepare a vehicle emergency kit if you must drive.

Be Careful!

Some people are more susceptible to the cold, particularly children, older adults, those with circulation issues, those experiencing unstable housing, or those outdoors for long periods of time.

Being cold over a long period of time or being exposed to cold air, water, wind, or rain, can cause a drop in body temperature and, in some serious cases, can cause hypothermia.

What Is Hypothermia?

Hypothermia occurs when the body gets cold and loses heat faster than the body can make it. A body temperature below normal can be a sign of hypothermia and can cause shivering, confusion, and loss of muscular control (e.g., difficulty walking). It can progress to a life-threatening condition.

If you think someone has hypothermia:

- Call 9-1-1 to get medical attention immediately.
- Lay the person down and avoid rough handling, particularly if the person is unconscious.
- Get the person indoors.
- Gently remove wet clothing.
- Warm the person gradually and slowly, using available sources of heat.
- Protect the person from further heat loss/eliminate contact with cold surfaces.

If someone has symptoms of extreme cold, such as hypothermia, please seek immediate medical attention.

Support Is Available

Other supports are available for those experiencing unstable housing. Call 2-1-1 and press 3 for non-emergency support for shelter or visit www.alberta.ca/homelessness.

If you work outside during an extreme cold warning, consider taking warm-up breaks or rescheduling your work if possible. Your employer may have options available to help you avoid being in the cold for too long.



News from the Friends of Nose Hill

by Anne Burke

Grazers have played an important part in controlling taller, nuisance weeds such as thistle and common nettle. The first recorded land occupancy of Nose Hill was an 88,000-acre lease granted in 1882 and the activity continued in some form until 1989. By 1910, the City's expanded boundaries extended as far north as 48 Avenue. Residential development rapidly occurred north of 16 Avenue after the war. From 1945 to 1959 it began to approach Nose Hill. By 1959, development was as far north as Capri Avenue and east of 14 Street and as far north as 56 Avenue. When Nose Hill was still privately held land, more people were cutting fences and trespassing north of John Laurie Boulevard.

Aerial photos reveal various human uses and their effects on Hill activities. There were many old 1959 vehicle trails, with severe damage on slope crests and the top of hummocky areas. Although cultivation of Nose Hill was suspended in 1979, other uses led to an extensive trail network in almost all areas of the Hill. A six-foot high mesh fence was built along part of 14 Street and John Laurie Boulevard in the 1970s. There were vehicle impacts north and south of Porcupine Valley. The heavily scarred hillside due west of Berkley Gate parking lot was a challenge from dirt bikers and trucks, as were the ravine slopes and trails up the north face of the bluff that rises from the south side of the Valley. Although regeneration was slow, scarring of the Hill by vehicle traffic was reduced. Much of what is now the south portion of Nose Hill Park was owned by the City in 1982, when AGT developed a three-mile utility easement in the Park for a conduit and cable between MacEwan Glen and the new Edgemont development.



Councillor, Ward 4

Sean Chu

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Dear Ward 4 Residents,

Take steps to help protect your household pipes from freezing. Every winter some Calgarians experience frozen water pipes which can result in water outages.

The City's Frozen Pipes Prevention Program works proactively with homes considered at higher risk due to factors such as location, depth and configuration of water pipes, and history of freezing.

However, recently we have noticed an increase in frozen pipes in homes that are typically at a lower risk, where taking some of the steps below could have prevented household pipes from freezing.

- Keep your thermostat at a minimum of 15°C, even if you're away from home.
- Eliminate any cold drafts in unheated areas where water supply lines are located. This can include basements, crawl spaces, attics, garages, and under bathroom and kitchen cabinets.
- Repair broken windows, check doors, and insulate areas that allow cold exterior air to enter.
- Insulate your hot and cold-water pipes located in cold areas.
- Open interior doors and cabinets in cold areas to allow heat from the house to warm unprotected pipes.
- Turn off, disconnect, and drain the water line to outside faucets, garden hoses, pools, or decorative water features.
- If your hot water tank is in a maintenance room outside of your home, make sure the area is adequately heated.
- Regularly run water in your pipes through everyday use.

Visit calgary.ca/frozenpipes to learn more, including actions you can take if you suspect you have frozen pipes.

Weather in December can be unpredictable. In the events of extreme cold weather, there are services around the city to support Calgarians experiencing homelessness. The Cold Weather Emergency Support's online map shows the locations and services offered at each service station, including overnight shelters, daytime services, and warming stations. Visit the interactive map at maps.calgary.ca/ColdWeatherEmergencySupport.

To view more City of Calgary maps, please visit the Map Gallery at www.maps.calgary.ca.

Thank you for your attention, and please don't hesitate to reach out to 311 (24/7) if you have any questions or concerns.

Regards,

Councillor Sean Chu

Tips On How Seasonal Businesses Can Survive Their Off Seasons

by Danielle Robbertze



Valentines, Easter, Eid, Halloween, Diwali, Christmas, Father's, and Mother's Day are just a few popular holidays, but they only come once a year? Also, Summer, Winter, Fall and Spring come once a year. How can your business, which relies on one of these holidays or seasons to sell your products or services, survive?

It can be hard to run a seasonal business which is profitable year-round. Seasonal businesses are one of the trickiest businesses to get into. Only brave, creative, and ambitious entrepreneurs dare to take on this daunting business.

Yet, there are ways in which your seasonal business can survive during your off seasons. Consider the following when running your seasonal business.

One way to make sure your business does not bleed money is to minimize expenses during the off season. Consider renting out your office or factory space to others who will use it during times you have no use for it. Think about asking for monthly payments from clients of your product or service. This way your cashflow is consistent year-round. Minimize advertising costs by only advertising three months in advance. But keep a presence online to sustain brand awareness. Offer discounted products and services during your off season. For example, it may not be Christmas or Halloween, but people often buy decorations during the off season and keep them for later to save money.

Use your off season to plan the busy season ahead. Take advantage of your spare time and research ways to improve profitability in times of peak sales. Prepare your employees for the busy season ahead and allow them to relax whilst they still can. You will require all their time and attention during your busy season, so create a balance by asking less of them during the off season. Remember when you are busy, save the money you have made. Saving money is essential in running a seasonal business.

Another way to keep your seasonal business profitable is by expanding your services and products. If you have a snow removal business consider getting into the lawn care business to keep busy during the summer months, and vice versa. If your business is seasonal think about the opposite of your service which is in the same field of expertise and incorporate that into your business to keep busy in a different season. Are you a décor company, or a holiday resort? Don't only cater to one holiday of one season. Every season presents a new way, a new holiday to expand your business. These options might be a bit tricky but look at your competitors and see how they address their off-season times. Maybe there is something you can duplicate or improve on?

It is not impossible to run a profitable seasonal business. There are so many ways in which you can ensure your business doesn't pass like the seasons of the year. Never give up and know there is value in your product and service even if it is just for a season.

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