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Last 12 Months PANORAMA HILLS MLS Real Estate Sale Price Stats

	Median Asking Price	Median Sold Price
October 2024	\$ 432,500	\$ 419,750
September 2024	\$ 465,000	\$ 464,500
August 2024	\$ 479,900	\$ 487,995
July 2024	\$ 464,950	\$ 489,000
June 2024	\$ 485,000	\$ 480,000
May 2024	\$ 449,900	\$ 480,000
April 2024	\$ 555,000	\$ 587,500
March 2024	\$ 469,000	\$ 470,750
February 2024	\$ 309,900	\$ 320,000
January 2024	\$ 432,450	\$ 419,600
December 2023	\$ 587,000	\$ 585,000
November 2023	\$ 389,950	\$ 394,950

Last 12 Months COUNTRY HILLS MLS Real Estate Sale Price Stats

	Median Asking Price	Median Sold Price
October 2024	\$ 494,900	\$ 463,500
September 2024	\$ 480,000	\$ 491,500
August 2024	\$ 504,950	\$ 499,000
July 2024	\$ 365,000	\$ 360,000
June 2024	\$ 757,500	\$ 752,000
May 2024	\$ 562,500	\$ 592,650
April 2024	\$ 525,000	\$ 552,000
March 2024	\$ 525,000	\$ 523,000
February 2024	\$ 682,400	\$ 675,000
January 2024	\$ 449,450	\$ 467,000
December 2023	\$ 387,450	\$ 376,350
November 2023	\$ 529,900	\$ 510,200

To view more detailed information that comprise the above MLS averages please visit pano.mycalgary.com or cou.mycalgary.com



City Kids: Exploring 4-H Beyond the Farm

by Lori Nielsen, Senior Program Coordinator for 4-H Intro Clubs

The Intro Clubs in our city have been buzzing with excitement! We're wrapping up another round of daytime and evening programs, filled with hands-on workshops that let kids try new things and make connections with friends over six weeks.

Kids have enjoyed a wide range of activities, from pottery and beekeeping to crafting their own Grinch trees. Each workshop sparked creativity and teamwork, and the feedback from families has been fantastic. Along the way, the kids picked up core 4-H skills like leadership, communication, record-keeping, and community service.



One highlight was our Sourdough Workshop, where participants got a taste of bread dough-making, complete with a wheat grinding demonstration! They also learned about the science behind sourdough and had fun making pizzas with sourdough crust. The aroma of fresh pizza filled the air, and the favourite part was tasting their creations.

We're excited to announce that the Sourdough Workshop will be back in January as part of our next round of clubs, so those who missed it will get another chance!

The Intro Clubs are a great place for kids to grow, make friends, and have fun. We can't wait for the new workshops and activities coming up! For more information on upcoming clubs, please email introclubs@4hab.com. Thank you to all the families who've joined us on this journey—stay tuned for updates, and we hope to see you at our next workshop!

Cold Weather Safety

by Alberta Health Services

Emergency Medical Services (EMS) paramedics respond to a number of cold weather-related emergencies every winter. However, by taking appropriate measures to dress properly, anticipate sudden weather changes and preparing to be out in the cold, may reduce your risk of sustaining a cold weather illness/injury. It's also advised you store an emergency kit in your vehicle at all times containing extra clothing, blankets and other road-side supplies.

Frostnip

- Frost-nipped skin is extremely cold, but not yet frozen skin;
- It commonly affects the ears, nose, cheeks, fingers and toes;
- The skin may look red and possibly feel numb to the touch;
- When treated promptly, frostnip usually heals without complication;
- Move to a warm environment and immediately, but gently, re-warm the affected area through skin to skin contact (i.e. hand covering tips of ears).

Frostbite

- Frostbite occurs when skin becomes so cold, the skin and underlying tissues freeze;
- Affected skin may look white and waxy and will feel hard to the touch;
- Move to a warm environment immediately and place the affected area in warm, *not hot*, water until fully re-warmed;
- Call 9-1-1 or seek further medical attention as required.

Hypothermia

- Hypothermia is abnormally low body temperature, less than 34°C (as compared to normal body temperature of about 37°C);
- Early hypothermia may manifest as profound shivering; moderate hypothermic patients may act inappropriately: stumbling, mumbling, and fumbling, as their body temperature continues to drop resulting in severe hypothermia (<30°C);
- Left untreated, severe hypothermia may progress to unconsciousness or death;



- Early recognition and prompt medical attention is key. Call 9-1-1. Don't forget to protect yourself from the factors that originally lead to the patient's situation;
- Initiate gentle re-warming as quickly as possible. Remove any wet or constrictive clothing; cover with blankets or sleeping bags. Protect from further heat loss: eliminate contact with cold surfaces, and shield from wind and moisture.



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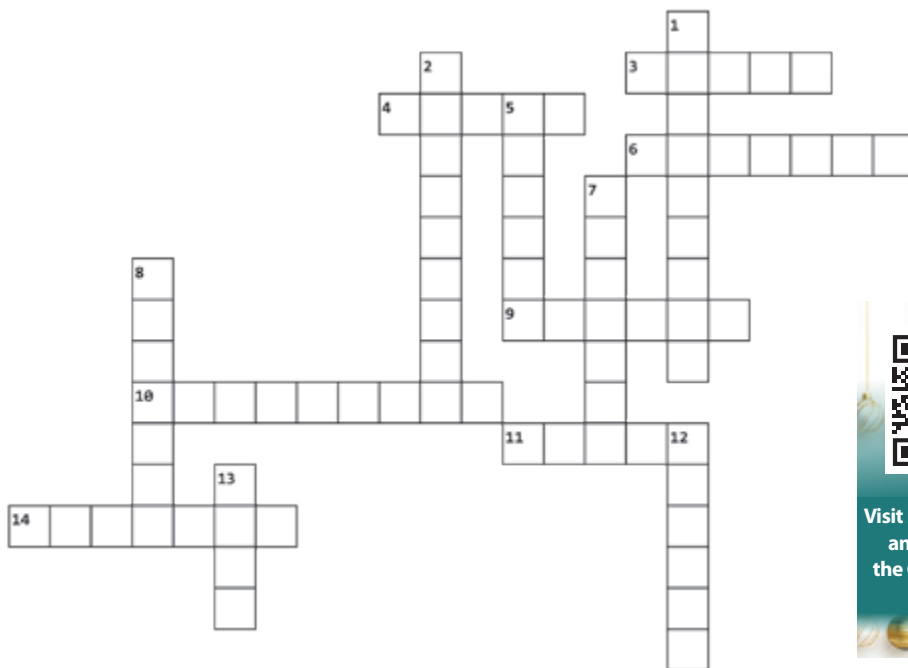
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December Crossword



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Across

3. On December 5, 1991, Jostein Gaarder's novel, *Sophie's _____*, was published and tells the story of a Norwegian teenager on a journey of discovery about the history of philosophy.
4. *Driving Miss _____*, starring Morgan Freeman as a chauffeur to an elderly widow played by Jessica Tandy, was released on December 13, 1989.
6. Canadian singer, Nelly _____, was born on December 2, 1978, in Victoria, British Columbia.
9. This Christmas tree decoration, originally made from real silver that was shredded, was first invented in Germany in 1610.
10. December's official birthstone has the same name as the colour that it is.
11. Dr. Martin Luther King Jr. was awarded the Nobel _____ Prize on December 10, 1964.
14. James Cameron's _____ was first released on December 19, 1997, and is one of the highest-grossing films ever.

Down

1. International _____ Day was mandated by the UN General Assembly in 1985 and takes place every year on December 5.
2. December's birth flowers are the _____ (also known as paperwhites) and the holly.
5. On December 24, 1818, a choir in Austria first performed the popular Christmas carol "_____ Night".
7. This annual holiday celebrating African American culture is observed from December 26 to January 1.
8. On December 29, 1989, the Associated Press named hockey player Wayne Gretsky and tennis player _____ Navratilova Best Athletes of the Decade.
12. Canadian actor and comedian, _____ Levy, was born on December 17, 1946, in Hamilton, Ontario.
13. On December 1, 2003, the final film of *the Lord of the Rings* trilogy, *The Return of the _____*, premiered in New Zealand.

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The Art of Finding Work - You Can Minimize the Odds of Being Ghosted

by Nick Kossovan



When job seekers complain about being ghosted—a form of silent rejection where candidates hear nothing after submitting an application or having been interviewed—I wonder if they're unaware of the changes in social norms and mannerisms. Do they not know that social norms and the workplace are intertwined? Since the advent of social media, manners, courtesy, and empathy have significantly diminished.

If there's one thing job seekers can be certain about, it is that they'll be ghosted multiple times throughout their job search. It wouldn't be a stretch to say ghosting candidates has become a norm. It's worth pointing out that companies don't ghost candidates, the company's employees ghost candidates. When the recruiter or hiring manager is of a generation that finds ghosting an acceptable way to terminate a relationship, romantic or otherwise, it shouldn't come as a surprise when they ghost candidates.

Bad News: You can't change or control other people's behaviour.

Good News: You can take proactive steps to minimize—as with all human interactions, there are no guarantees—the chances of being ghosted.

Build a Strong Relationship. Focus on Being Likeable.

Understandably, hiring managers—recruiters less so since they won't be working with the candidate—look to hire candidates they can envision getting along with; hence, most job seekers would significantly boost their chance of job search success by focusing more on being likable.

By likable, I mean being pleasant, respectful, and expressing genuine interest in the company and the role. I've yet to meet a hiring manager who hires candidates they don't like. As I've mentioned in previous columns, likeability supersedes your skills and experience. Most job seekers don't focus enough on being likeable.

The stronger the relationship you establish with the recruiter or hiring manager, the more likely they won't ghost you. From your first interaction, focus on creating a rapport beyond just transactional communication.

Personalizing your correspondence can make a significant difference. Use the hiring manager's name instead of a generic 'To Whom It May Concern.' Find commonalities such as place of birth, hobbies, schools attended, associations you belong to, favourite restaurants, and people you know.

Avoid Appearing Confrontational

Anyone reading this can relate to the number one reason why people ghost: to avoid confrontation. Today, many people feel entitled, resulting in job seekers being frustrated and angry. You only need to scroll through LinkedIn posts and comments to see that bashing employers has become an unproductive trend. Hence, it's likely that a candidate will become confrontational if told they don't get the job.

Smile throughout your interview! Avoid appearing desperate! My best interviews have been those in which I was nonchalant; I was indifferent to whether or not I got the job. In addition to being a turn-off, showing signs of desperation will raise questions about how you'll react if told you aren't hired.

Lastly, tell your interviewer how much you enjoyed talking with them and that you look forward to hearing back.

"I really enjoyed our conversation, Khloe. Thank you for taking the time to meet with me. I look forward to hearing your hiring decision."

"Either way, please call or email me to let me know about my application status."

You're more likely to receive a response by asking explicitly for communication.

Earn Your Interviewer's Respect

People tend not to ghost someone they respect.

Respect must be earned, starting with one of life's golden rules: Treat others how you want to be treated. In other words, give respect to get respect.

Throughout your job search, be professional and courteous. Respond promptly to emails and calls and thank people for their time. Approaching recruiters and hiring managers politely and professionally improves your chances of being treated similarly.

Ask For Advice, Not Feedback

Asking for advice encourages communication. As your interviewer is wrapping up the interview, mention that you'd welcome their advice. "Given your extensive background in project management, any advice you may have for me wanting to advance my career would be greatly appreciated."

Why ask for advice and not feedback? The first problem with asking for feedback is it puts the other person on the spot. The second problem is feedback can lead to disagreement, hurt feelings, or defensiveness, a common reaction resulting in confrontation. On the other hand, asking for advice is asking for guidance and suggestions to achieve a better result. Essentially, you're acknowledging the other person's experience and massaging their ego. Do you know anyone who doesn't like being asked for advice?

Send a Thank You Note

Sending a thank you note expressing appreciation for the interview and the insights you gained reinforces your interest and keeps the lines of communication open. Conclude with a forward-looking statement, encouraging the recipient to respond.

"I look forward to hearing from you regarding the next steps."

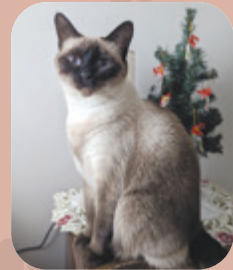
"I look forward to staying in touch."

Job searching aside, direct, open, and honest communication—say what you mean, mean what you say—which I highly value, has become rare, which explains the prevalence of ghosting. When you're ghosted, assume the company isn't enthusiastic about hiring you. Silence may be golden in some things, but ghosting is not one of them.

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ALL I WANT FOR CHRISTMAS IS YOU

On December 21, 2019, Mariah Carey officially 'defrosted' when her song "All I Want for Christmas Is You" finally topped the Billboard Hot 100 chart for the first time since its release in 1994. Talk about a Christmas miracle - 25 years in the making!



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The University of Calgary Conjoint Health Research Ethics Board has approved this research study "Predictors and Moderators of Long-Term Outcome of Persons at Clinical High Risk for Psychosis" (REB21-1762)

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As the year comes to an end, I want to wish everyone a wonderful holiday season with your loved ones and a very happy new year! It has been my pleasure to represent you for the past three years, and I'm looking forward to what 2025 brings.

Here are some updates related to new City initiatives and programs.


Food Drive for the Calgary Food Bank!
 Each year, my office participates in an annual city-wide food drive alongside the other Councillors. Check out jasminemian.ca for the full details.

Christmas Tree Cleanup
 If you're looking to get rid of your real Christmas tree, you have a few options. If you have the means to cut the tree, it can go in your green bin for pick up. If you don't, there are over a dozen locations throughout the city that will take it for free – check them out at calgary.ca/waste.

New Year's Eve Celebrations
 Ring in 2025 with a fireworks show put on by the city! Each year the city hosts a fireworks display synchronized to music by Canadian artists. View all the details at calgary.ca/events.

If you want to spend New Years on the ice, check out a map of all the ice-skating rinks at calgary.ca/parks/ activities and find one near you.

For questions and concerns, or to view my voting record, visit www.jasminemian.ca.



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Happy Holidays!

Healthcare Improvements
 To better recruit and retain healthcare professionals, Alberta has introduced a competitive compensation package for resident physicians. As a result, the province had over 12,000 registered doctors by the end of September, a gain of more than 500 compared to last year.

Arthur J.E. Child Comprehensive Cancer Centre
 The Alberta government announced that the Arthur J.E. Child Comprehensive Cancer Centre, a state-of-the-art facility, is now welcoming patients. With 127,000 square meters, 160 inpatient beds, and extensive research space, the centre aims to deliver world-class cancer care and drive innovation. As one of Alberta's largest infrastructure projects, it will expand cancer care capacity by integrating and enhancing services, ensuring high-quality, patient-centred care for today and the future.

New Affordable Housing Helps Those in Need
 Alberta's government is committed to ensuring Albertans have access to safe, stable, and affordable housing and is celebrating the completion of HomeSpace's Hope Heights affordable housing project which will provide 35 one-bedroom units for those in need in the Crescent Heights community. Through Alberta's Affordable Housing Partnership Program, over \$2 million has been invested in HomeSpace's newly completed Hope Heights building. The Hope Heights project will provide residents with access to wrap-around support services on-site to help those in need of specialized supports.

Christmas is a season for traditions, for creating treasured memories with loved ones, and for embracing the spirit of giving and gratitude. May the warmth of the season surround you, bringing reflection and renewal as we look forward to a new year filled with promise and opportunity. Merry Christmas and Happy New Year!

Word of the Month

Absquatulate:
Verb (ab-skwoch-uh-leyt)

To run away or leave abruptly.



The sneaky cat managed to absquatulate any time the door was open.



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Amanda Chapman**

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The fall legislative session is drawing to a close and unfortunately none of the bills the government brought to debate addressed the issues I hear about most from constituents. I continue to hear concerns regularly about wait times for surgeries such as hip and knee replacement. Wait times for cancer care have grown alarmingly, and many newcomers in Calgary-Beddington are struggling to find a family doctor. The continued re-organization of the health care bureaucracy has done nothing to reduce wait times or increase access to health care for Albertans.

The only issue I hear more about than healthcare is affordability. Albertans are struggling right now and under five years of the UCP, we are the only province in the country to see average wage growth slower than inflation. So, Albertans are making less money at a time when the cost of just about everything is going up. Organizations like food banks are increasingly having to step up to support families whose income isn't keeping pace with cost-of-living increases.

This year the Calgary Food Bank will distribute 175,000 emergency food hampers, a 200% increase over five years. 37% of Calgary Food Bank clients are employed, which is more than double the national average. My office will be collecting donations of non-perishable food items for the month of December, please drop by with a donation if you are able to do so.

I am always looking for more opportunities to connect with folks in Calgary-Beddington so I will be hosting a holiday Open House on Tuesday, December 17. We'll have hot chocolate and snacks at the constituency office (#106, 8220 Centre Street NE) from 5:00 to 7:00 pm and I would love to see you there. Please RSVP to Calgary.Beddington@assembly.ab.ca so we can make sure we have enough treats for everyone.



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