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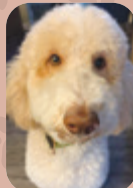
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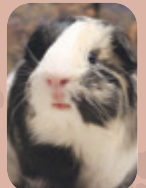
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GREENVIEW



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Striving for a Successful School Year? Try Making Nice with Conflict

by K.L. Campbell, M.Ed., Retired CBE Principal, Community Mediation Society of Calgary, Roster Member (CMSC)



This week, students across Canada return to school as the familiar rhythms and routines of school land with a bang into family life. Despite the upbeat and wholesome cultural branding associated with this season; sharp pencils, new clothes, and bold resolutions, ambivalence lurks.

For many, woven into the general sense of optimism, dwells a host of uncomfortable worries that can scrub the joy out of this fresh start. For students, parents, and educators, a return to the schoolhouse is a return to expectation. For in this place where humans gather, so too does conflict. Aye, there's the rub. Objectively, conflict is part of the package, and so we are well-advised to reflect on this aspect of our nature from outside the ring in preparation for the conflict scenarios that surely await us all. If the adage, to know better is to do better, is true, September is as good a time as any to renew and review the toolbox for navigating the inevitable conflicts associated with school life. The big dream is that we learn to interact with conflict scenarios in a way that is productive, respectful, and dignified. Consider the

following ideas to support your family to understand how engaging in conflict can bring progress.

Start With Yourself

"You better get yourself together, darling, and join the human race." - John Lennon.

I get it. They're mad, he is hurt, and she is overwhelmed. As the saying goes, you've got one nerve left and someone is standing on it. Truly, the first thing one needs to manage in a conflict is oneself. What are your family's go-to routines to support overall well-being? Can you commit to strategies for self care that help you to think and act clearly? What are your priorities and how do you recognize triggers?

A person who is hydrated, rested, clear thinking, and ready to listen and speak on a matter of concern is an excellent way to advocate for change as well as to gain perspective on a matter. Engaging with others in a respectful manner is sure to increase good will and enhance credibility.

Your Personal Stake

"Be Curious, Not Judgmental." - Walt Whitman.

There is no shortage of concerns to fan the flames of conflict and division in a school community. When wrestling with situations that seem unjust, try to step back and take stock.

- Reflect on the information and the individuals involved.
- Take a moment to consider possible alternative explanations for the situation.
- Resist the urge to be influenced by special interests and compelling personal circumstances without doing some of your own research.
- Endeavor to remain grounded and clear about your interests.

Now, in 25 words or less describe the issue and why it matters. This will help to frame the scenario from your perspective. This is not to be confused with prescribing a specific outcome, rather it is a clear statement of interest to lay the foundation for a conversation.

Make an Action Plan

"Between stimulus and response, there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom." - Viktor E. Frankl.

Decide specifically what you need to inquire about and/or communicate. Reach out to whomever is needed to initiate communication. This can be an email, a phone call, a knock at the door, or a brief conversation at the curb to request an open conversation to share your concerns and ask for consideration.

Speak. Listen. Reflect. Adjust. (Repeat as needed.)

Give Yourself (and Others) Grace

"You cannot shake hands with a clenched fist." - Indira Gandhi

For many, normalizing problematic behaviour is a barrier to engaging neighbours, colleagues, and friends in a potential conflict conversation. The Thursday carpool is late, every time. A colleague regularly overshares and compromises the productivity of a meeting. The teacher doesn't reply to an email and the issue continues to percolate. A volunteer cancels three out of four times. Assumptions prevail and ill will begins to inform perspective.

By not addressing these chronic concerns directly, good people are denied the opportunity to do better or to account for the circumstances that caused these issues. Instead, what's more likely is low grade frustration and an erosion of respect that can insert itself in an unkind and hurtful way. Consequently, sarcasm, avoidance, personality attacks, and hard feelings begin to erode a culture of possibility.

Be Proactive

"A mind is like a parachute; it only works when it's open."
- Frank Zappa

Are you on/in a new team, newly formed school council, new carpool, new neighbourhood? Consider engaging others in a conversation to establish what you can expect of each other. Call it whatever you like: ground rules, a team charter, a game plan, a success strategy; and keep it basic. Introducing this concept and eliciting a few key requirements sets the tone for productive collaboration and for addressing emergent issues down the road.

This type of exercise lays the foundation for success and good will both within the home and in the community. Moreover, it establishes a framework that opens the lines of communication to tweak a plan, switch days, firm up start and end times, all while acknowledging that there will be exceptional circumstances that require flexibility.

Surviving the Collision with Reality

"When patterns are broken, new worlds emerge." - Tuli Kupferberg

As you hone your capacity for engaging in a conflict scenario, expect your rehearsed approach to run amok in real time. This is when your dedication to improving understanding through dialogue will emerge as a voice of reason. We remember that conflict scenarios hold significance for all stakeholders and the path to resolution necessarily requires the discipline to remember that you do not have all the information, nor do you share the experiences of the conflict partner.

Ultimately, a well-intentioned effort to resolve a conflict may not yield the ideal outcome. However, practicing the elements of dialogue through proactive strategies, emotional regulation, clear thinking, active listening, curiosity, and respect will almost certainly enhance and improve the home, community, and school partnership.

Halloween Safety

by Alberta Health Services



The members of Calgary's Partners for Safety: Calgary's Child Magazine, AHS EMS, Calgary Police, Fire, 9-1-1, Bylaw, and Transit would like to remind parents and trick-or-treaters of some Halloween safety tips as October 31 approaches. Partners for Safety vehicles will be out patrolling communities on Halloween night to provide a visible safety resource for parents and trick-or-treaters.

Trick-or-Treaters

- Remember: All regular pedestrian rules still apply. Be sure to cross the road at marked crosswalks, or well-lit corners only. It is safest to work your way up one side of the street, and then cross once to the other side.
- Avoid houses that are not well lit. Do not accept rides from strangers or enter any home you feel is unsafe.
- Let your parents know where you are going to be at all times (route) and advise them if you will be late returning.

Parents

- Be certain that young trick-or-treaters are accompanied by an adult. Older children should stay in groups.
- Pre-determine boundaries to trick-or-treat within and establish a firm time to return home.

- Advise children not to eat anything until they return home. Dispose of any items that appear to have been tampered with, or that are not properly wrapped.

Costumes

- Choose bright coloured costumes that are highly visible. Adding reflective tape to costumes further increases visibility.
- Consider sending your children with a flashlight for additional safety and increased visibility.
- When purchasing or making costumes, look for materials and accessories that are labeled flame-resistant.
- All costume accessories, such as sticks, rods, or wands, should be soft and flexible, with no sharp edges.
- Consider using hypoallergenic make-up kits instead of masks that may impair breathing, or vision.
- Be sure costumes are loose enough to be worn over warm clothing, but not so long that they become a tripping hazard. Costumes should not be longer than your child's ankles.
- Ensure your child is wearing adequate footwear that takes into consideration weather conditions and walking.

Haunted Calgary

by Anthony Imbrogno (*The Calgary Heritage Initiative Society/Heritage Inspires YYC*)

During Halloween, the past comes alive owing to its connection to Samhain, the Gaelic festival at harvest's end, and then later to vigils held to mark Christian saints and martyrs. Halloween also serves to remind us of Calgary's fiendish and ghoulish side.

Dean House was built in 1906 as the home of Fort Calgary superintendent Captain Richard Deane. It became a rooming house during the Great Depression and was a crime scene in 1971 after a murder-suicide. Ghostly figures, a man with a smoking pipe, other times an Indigenous man, have been reported. There's also a bloodstain that changes shape, and a closet that refuses to stay locked (though none of this stopped my sister from getting married on its grounds).

At Heritage Park, Prince House is the 1894 mansion of the owner of Eau Claire sawmill (located on Prince's Island and closed in 1945). His story has an unfortunate side, with Prince's first three wives all dying prematurely from diseases within a decade. No wonder staff and visitors have reported apparitions of women standing at the windows. They're friendly, so say hello next time you visit.

There are plenty of pubs with haunted histories too. The former Rose and Crown was originally Davidson House, built around 1906. It was expanded in 1935 in the Tudor Revival style as a memorial chapel, the first of its kind in Calgary. An apparition of a little boy known to have died there reportedly hides in the basement. The building will once again be home to a pub, but its heritage status remains unprotected.

The Cat 'n Fiddle Pub, built 60 years ago, also served as a chapel, funeral home, and crematorium. It was converted to a pub in 1992. You can still see the old pipes used for washing bodies. Its ghosts have all been friendly: a woman in a red dress, a man in a top hat and tails, and even a biker. Some apparitions haven't stopped painting the town red.

This Halloween, take a ghost tour, remember the past, and think of those who still share our fine city.

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"Superintendent Burton Deane's house being moved to the east side of the Elbow River," 1929-08, (CU193485) by Oliver, W. J. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary. <https://digitalcollections.ucalgary.ca/asset-management/2R3BF10WDUK>.



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 "Guests at Halloween party, Nimmons residence, Calgary, Alberta.," 1910, (CU1100568) by Unknown. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary. <https://digitalcollections.ucalgary.ca/asset-management/2R3BF10ZJEFT>.



"Peter A. Prince home, Calgary, Alberta.," [ca. 1896], (CU181025) by Unknown. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary. Located at 238 4 Avenue SW. Team and buggy in front. John E. Prince driving. Mrs Margaret Prince beside him. Mrs. Peter Eide (Rosanna), sister of John E. Prince, in back. <https://digitalcollections.ucalgary.ca/asset-management/2R3BF10YMO13?WS=SearchResults>.



Future home of Elephant & Castle pub, formerly Davidson House (with 4th Street Lofts Tower in the background), August 2024. Photo courtesy of Anthony Imbrogno.

The Art of Finding Work: What Determines Your Worth to an Employer? The Job Market or You?

by Nick Kossovan



Being paid what you're worth is a hot topic.

Five anecdotal examples of how employers assess a job's worth:

A Vancouver-based software company pays \$180,000 for a senior developer role, citing the high cost of living and intense competition for talent.

A nationwide retail chain compensates its store associates according to regional minimum wage laws rather than their individual skills and experience.

Even though the ideal candidate must have extensive fundraising expertise, a non-profit organization lowers the salary range for a grant writer position to accommodate the decline in donations.

A rural manufacturing plant pays its production workers less than their urban counterparts, citing the lower cost of living.

A consulting firm's compensation packages for junior analysts include a base salary, bonuses, and stock options designed to attract top graduates.

In the same way, the price of milk, housing, or dog food varies from store to store and region to region; a position's worth isn't universal. What's universal when determining the value of a position is to consider the expected return on investment (ROI) for the employee's salary:

Productivity: For production roles, employers estimate the candidate's potential output, efficiency, and contribution to revenue or cost savings based on their skills, experience, and track record.

Revenue Generation: For revenue-generating roles, employers predict how the candidate will increase sales, secure new clients, or expand the business.

Cost Savings: For operational roles, employers estimate the employee's potential to improve processes, reduce errors, or streamline workflows, quantifying the expected cost savings the candidate will deliver.

Market Rates: Companies research salary benchmarks for similar roles in their industry and region.

Affordability (cash flow): How much can the company spend on payroll? (Companies closely monitor their

payroll, their largest expense, to keep it from being a "profit distraction.")

These factors help employers determine what compensation will make the position worthwhile; in other words, the employee adds more value than their salary will cost.

Three key takeaways:

1. Employers seek to maximize the ROI on their human capital.
2. Candidates are more valuable when they're seen as synonymous with profits.
3. Worth (read: value) in the business world isn't subjective; it must be proven.

Internet talking heads, trying to appeal to today's prevalent sense of entitlement, advise job seekers to "demand their worth." This advice is the cause of the dilemma many job seekers struggle with: Should I base my compensation expectation on what I think I'm worth or what the job market says the job is worth?

Wrong question!

Job seekers should ask themselves, "Should I base my compensation expectation on what I can prove I'm worth or what the job market says the job is worth?"

Always strive to prove what you're worth, especially during an interview, while considering the following:

Evaluate the job responsibilities.

Expertise-intensive, decision-making-intensive, complex, or business-critical roles garner higher compensation. For instance, senior data scientists earn more than entry-level data analysts.

Additionally, there's the scope and scale of the role. Directors and managers overseeing multimillion-dollar budgets or large teams are valued more highly than those in smaller managerial roles.

Know the industry standard.

Platforms like Glassdoor, PayScale, and Salary.com, as well as government labour statistics and industry association surveys, provide crowdsourced salary data you can use as a starting point. Even though the objective of proving your worth is to obtain the highest compensation possible, you don't want to ask for compensation that's excessively outside the ballpark.

Supply and demand (a critical factor).

ECON 101: Supply and demand influence price; hence, roles with a limited talent pool and high demand will naturally command a higher salary.

The shortage of certain specialized technical skills, such as cybersecurity or data engineering, increases the cost of hiring those candidates. Conversely, recruiters and talent acquisition specialists are abundant, so employers can be more selective and offer lower salaries.

The employer's budget (the most significant determining factor).

Employers aren't a bottomless pit of money. As much as 70% of a business's expenses can be attributed to labour costs (wages, benefits, payroll tax). Much like we're constrained by financial realities when shopping for "whatever," employers are similarly constrained when hiring.

Organizational size, revenue, profitability, investor and shareholder demands, and strategic priorities are considered when determining a position's wage. Generally, companies allocate higher compensation budgets to roles essential to achieving their key objectives.

Never base your expectations solely on your own sense of worth. Research industry benchmarks, regional pay trends, and the specific demands of the role. Then, be prepared to discuss and justify the measurable value (key) you can bring to the employer. Highlight your unique skills, experience, and, most importantly, the results you've delivered.

Some examples of this could be:

- Grew email subscriber list from 300 to 2,000 in eight months with no budget increase.
- Managed 500+ customer accounts for five years without a complaint and got a 98% rating on reviews online.
- Wrote 400+ informative articles, increasing organic website traffic by 21%.

The job market is the primary determinant of a role's worth—not your personal assessment. (Why should employers be responsible for the lifestyle you created?) A successful job search comes down to convincing an employer that your compensation request will result in a positive ROI.



Thorncliffe Real Estate Update

Last 12 Months Thorncliffe
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
August 2024	\$ 544,450	\$ 548,500
July 2024	\$ 524,900	\$ 540,000
June 2024	\$ 589,900	\$ 625,000
May 2024	\$ 614,500	\$ 612,500
April 2024	\$ 456,900	\$ 517,500
March 2024	\$ 635,000	\$ 630,000
February 2024	\$ 324,450	\$ 332,500
January 2024	\$ 569,900	\$ 578,888
December 2023	\$ 479,450	\$ 471,750
November 2023	\$ 589,000	\$ 586,000
October 2023	\$ 360,000	\$ 430,000
September 2023	\$ 425,000	\$ 430,000

Last 12 Months Thorncliffe
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
August 2024	15	10
July 2024	13	9
June 2024	20	19
May 2024	13	8
April 2024	9	6
March 2024	8	7
February 2024	8	8
January 2024	5	5
December 2023	3	4
November 2023	8	10
October 2023	9	9
September 2023	11	15

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

Greenview Real Estate Update

Last 12 Months Greenview
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
August 2024	\$ 357,900	\$ 347,250
July 2024	\$ 209,000	\$ 200,000
June 2024	\$ 287,450	\$ 294,250
May 2024	\$ 349,900	\$ 345,000
April 2024	\$ 312,400	\$ 336,400
March 2024	\$ 232,400	\$ 243,500
February 2024	\$ 259,900	\$ 254,600
January 2024	\$ 669,900	\$ 648,000
December 2023	\$ 330,000	\$ 361,000
November 2023	\$ 219,900	\$ 214,000
October 2023	\$ 199,900	\$ 237,276
September 2023	\$ 274,900	\$ 303,800

Last 12 Months Greenview
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
August 2024	8	4
July 2024	3	5
June 2024	6	8
May 2024	7	3
April 2024	7	10
March 2024	8	10
February 2024	6	3
January 2024	3	3
December 2023	0	3
November 2023	9	7
October 2023	7	7
September 2023	9	9

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Greetings, Ward 4 Residents!

As the crisp October air settles in, it's time to prepare our homes for the winter season. In this month's newsletter, we've put together some essential tips and reminders to help you get ready. From protecting your pipes to winterizing your garden, we've got you covered.

Preparing Your Home for Winter? Start with the Homeowner Water Guide Fall Checklist.

This checklist offers reminders and helpful tips, including:

- Inspect toilets, taps, humidifiers, hot water heaters, water softeners, and other water-using devices for leaks.
- Shut off your outdoor water supply and winterize your irrigation system to prevent winter leaks.
- Consult the Watering 101 Guides to determine when to stop watering plants, shrubs, trees, and lawns.
- Leave plant debris in garden beds over winter to create a habitat for pollinators.

Toilets, faucets, and outdoor irrigation systems are common sources of household leaks. Our Homeowner Water Guides offer step-by-step instructions for identifying and fixing leaks, enhancing water efficiency, and preparing your yard for winter. Together, we can make every drop count. For the Fall Checklist and more, visit calgary.ca/waterguide.

Enjoy the Holidays Without Clogging Your Pipes

The holidays bring thoughts of food, family, and fun, with the aromas of gravy, turkey, and bacon filling the air. However, remember that fats, oils, and grease (FOG) can block pipes and cause costly sewage backups if they go down the drain.

Remember to:

- Cool it: Allow FOG to cool in a disposable can or container.
- Scrape it: Transfer it into a certified compostable or paper bag.
- Compost it: Place the sealed bag in your green cart.

Smaller amounts of FOG can be wiped up with a paper towel and placed in your green cart. Learn more at calgary.ca/protectyourpipes.

Kind regards,

Ward 4 Councillor Sean Chu

GAMES & PUZZLES

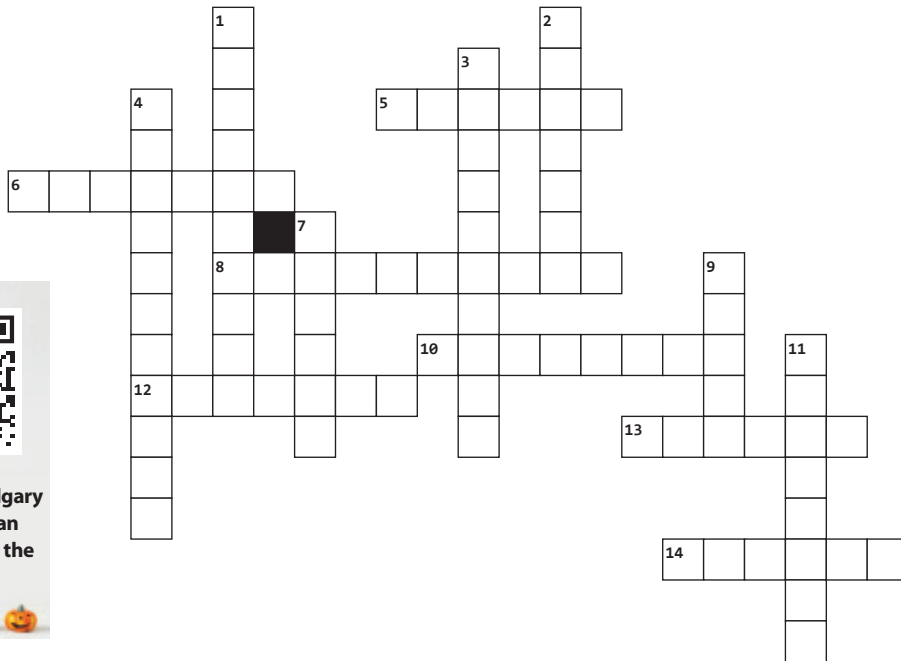
Guess the Colour!

1. This is the first primary colour a newborn can see.
2. Based on a worldwide study, this colour is the most popular favourite.
3. This colour and royalty have been linked since ancient times because of how expensive and exclusive the dye was.
4. This colour and red are thought to increase appetite.
5. The colour of night vision goggles.
6. Contrary to popular belief, this is the actual colour of the sun.



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ANSWERS!

October Crossword



Across

5. Annually on October 4, people advocate for the rights and welfare of all furry, scaly, and feathery creatures for World _____ Day.
6. In October, Canadians commemorate Women's _____ Month, honouring women such as Agnes Macphail and Mary Ann Shadd Cary.
8. Other than the opal, this gem is also the official birthstone for October and can be found in various colours.
10. The World Series, Major League _____'s annual championship series, starts on October 25 this year.
12. *Dr. No*, the first movie in the *James Bond* series based on the novels by Ian _____, premiered on October 5, 1962.
13. Prime Minister of Canada from 1968 to 1979 and 1980 to 1984, _____ Trudeau, was born on October 18, 1919, in Montreal, Quebec.
14. Canadian-Belgian F1 driver, Lance _____, was born on October 29, 1998.

Down

1. American singer-songwriter, Bob Dylan, became the first musician to be awarded the Nobel Prize for _____ on October 13, 2016.
2. *Joker*, starring Oscar-winner _____ Phoenix as Arthur Fleck, was released on October 4, 2019.
3. On October 4, 2005, this famous Albertan rock band released their album "All the Right Reasons" which sold more than 18 million copies worldwide.
4. This world-famous festival first took place in Munich, Germany in 1810 celebrating the Bavarian royal wedding between Crown Prince Ludwig and Princess Therese.
7. Jack-O'-Lanterns were originally carved from this root vegetable.
9. *Winnie-the-Pooh*, written by A.A. _____, was first published on October 14, 1926.
11. October's birth flower, the _____, is a popular bright orange and yellow flower used during Día de los Muertos festivities.

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