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- Negotiation and Deal Structuring
- Due Diligence Management
- Regulatory and Compliance Guidance
- Transaction Closing
- Post-Sale Transition Support

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SUPREME ULTIMATE

- Remove all old materials from bathroom and job site
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- Supply & install new toilet with soft close seat
- Supply & install new Delta pressure balance taps
- Supply & install new showerhead & diverter spout
- Supply & install new mold-resistant board
- Supply & install new tile to ceiling
- Supply & install one corner caddy & soap dish
- Supply & install new subfloor
- Installation of new tile flooring
- Supply & install new vanity
- Supply & install new granite or quartz countertops with undermount sink
- Supply & install new Delta vanity tops
- Supply & install new drain system & pop-up stopper

ABSOLUTELY NO HIDDEN COSTS

Some restrictions may apply. Reg: \$15,679

SALE \$11,679
Limited Supplies

SUPREME TUB TO SHOWER CONVERSION

- Remove all old materials from bathroom and job site
- Supply & install one custom shower stall 60" x 30"
- Supply & install new water resistant board
- Tile Schluter base
- Supply & install new tile to ceiling
- Supply & install custom shower doors
- Supply & install new Delta pressure balance taps
- Supply & install new toilet with soft close seat
- Supply & install new corner caddy with soap dish
- Supply & install new subfloor
- Installation of new tile flooring
- Supply & install new vanity
- Supply & install new granite or quartz countertops with undermount sink

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THORNCLIFFE

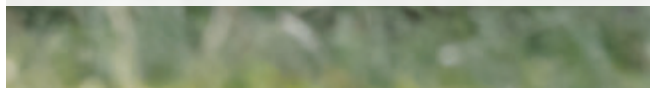


GREENVIEW



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Celebrating Calgary 150 - Treaty 7 and Cow Town

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

The NWMP arrived in 1874. Colonel Macleod met with Chief Crowfoot, who wanted respect for Blackfoot rights and encouraged friendly relations with the newcomers.

Conflict in America and the planned trans-continental railway led Canadian authorities to offer treaty negotiations with Indigenous peoples. The negotiations took place at Blackfoot Crossing, a traditional gathering place near Cluny, AB.

Crowfoot delivered an account of the talks to the other Chiefs. Land for settlement was exchanged for Indigenous land rights as well as farming support, food, and annuities. The Treaty was signed on September 22, 1877.

Increasing settlement and the buffalo's near extinction upended the Treaty. As well, property was not part of Indigenous tradition, and the location and size of reserves was not clarified.

The end of the buffalo meant Indigenous peoples arrived on their reserves in need of food and shelter. The winter of 1883 to 1884 is known as the Starvation Winter. Government bureaucrats worsened the situation by restricting movements and limiting agricultural support.

Louis Riel returned from America to again argue for Indigenous rights. In 1885 at Batoche, SK, he established a provisional government. Shots were fired and the police retreated. Some Cree in Alberta took up the cause at Frog Lake, but Crowfoot would not side with Riel. Troops were ordered to Saskatchewan via the newly constructed railway. At the Battle of Batoche, the North-West Resistance ended, and Riel was tried and executed.

With the railway completed in 1885, Calgary was connected to the world. One result was more homesteading. American John Ware, a former slave, arrived and developed a reputation as a skilled and daring cowboy. Along Fish Creek, John Glenn's irrigation system powered Samuel Shaw's woollen mill.

Calgary was incorporated as a town in 1884. Surveyor William Pearce set aside St. George's and St. Patrick's

Islands as parkland. James Walker, owner of Bow River Sawmill, expanded the fort. He was the first Board of Trade president and petitioned for a school district. In 1975 he was named Citizen of the Century.

With Cow Town firmly established, the next decade would shape the city you're probably most familiar with today.

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<https://digitalcollections.ucalgary.ca/asset-management/2R3BF1OY2G50?WS=SearchResults>. "Blackfoot crossing, Bow River, Alberta," 1882, (CU181390) by Unknown. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary.



<https://digitalcollections.ucalgary.ca/asset-management/2R3BF1FTUJL?WS=SearchResults>. "Blood woman at the ration house, Blood reserve," 1897, (CU156926) by Unknown. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary.



<https://digitalcollections.ucalgary.ca/asset-management/2R3BF1O7TXV?WS=SearchResults>. "Start of the battle of Batoche, Saskatchewan," 1885, (CU198943) by Peters, James. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary.



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<https://digitalcollections.ucalgary.ca/asset-management/2R3BF1OMO9J6?WS=SearchResults>. "Colonel James Walker's sawmill, Calgary, Alberta," [ca. 1880-1883], (CU182558) by Unknown. Courtesy of Glenbow Library and Archives Collection, Libraries and Cultural Resources Digital Collections, University of Calgary.



FEDERATION OF
CALGARY COMMUNITIES

Jane's Walk Calgary

May 2, 3, 4, 2025

Jane's Walk is an annual festival of free, community-led walking conversations inspired by urbanist and writer Jane Jacobs. On the first weekend of May every year, Jane's Walk festivals take place in hundreds of cities around the world. This event encourages people to share stories about their neighbourhoods, discover unseen aspects of their communities, and use walking as a way to connect with their neighbours.

Get your feet to the street: @janeswalkcalgary, janeswalk.calgarycommunities.com.

Proudly hosted by Federation of Calgary Communities.



News from the Friends of Nose Hill

by Anne Burke

Connect: Calgary's Parks Plan will determine how Calgary's 2,900+ parks are managed, developed, and redeveloped over the next 20 years. A draft will be presented to City Council after review by the Community Development Committee. Parks connect urban communities, but the city is projected to grow to two million people within the next two decades (<https://engage.calgary.ca/parksplan>).

Calgary has over 200 natural areas in the parks system. Our relationship with the natural world is primarily to preserve undisturbed land, wildlife, and native plant communities. In a natural area all uses and activities must comply with the approved habitat management plan to protect the natural environment and not cause damage. New natural areas should be designated. There are different types, but all need to be protected to conserve nature now and for the future. The landscape offers access to the natural world which helps our physical and mental well-being. Special places like Nose Hill, a major natural area, foster stewardship, support biodiversity, and reduce impacts of heat, flooding, and drought. Some areas are sacred spaces for Indigenous Nations and provide opportunities to learn about cultural history.

Controlled burns and animal grazing are encouraged as alternate land management practices. We must assess and update the cost of maintenance to ensure the value of natural areas with a compensation model. We can allow litter-control-only (with guidance) in natural areas to be included in enhanced landscape maintenance requirements. We should develop ten-year operational Habitat Management Plans for all natural areas, including those required as part of the development approval process. Prior to subdivision the developer is responsible for restoration and compensation must be paid to the City when there is damage or disturbance to land dedicated to environmental reserve. Back sloping should not be allowed.

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The Art of Finding Work: Stop Asking Your Interviewer Cliché Questions

by Nick Kossován

Most job search advice is cookie-cutter. The advice you're following is almost certainly the same advice other job seekers follow, making you just another candidate following the same script.

In today's hyper-competitive job market, standing out is critical, a challenge most job seekers struggle with. Instead of relying on generic questions recommended by self-proclaimed career coaches, which often lead to a forgettable interview, ask unique, thought-provoking questions that'll spark engaging conversations and leave a lasting impression.

English philosopher Francis Bacon once said, "A prudent question is one half of wisdom."

The questions you ask convey the following:

- Your level of interest in the company and the role.
- Contributing to your employer's success is essential.
- You desire a cultural fit.

Here are the top four questions experts recommend candidates ask; hence, they've become cliché questions you should avoid asking:

"What are the key responsibilities of this position?"

Most likely, the job description answers this question. Therefore, asking this question indicates you didn't read the job description. If you require clarification, ask, "How many outbound calls will I be required to make daily?" or "What will be my monthly revenue target?"

"What does a typical day look like?"

Although it's important to understand day-to-day expectations, this question tends to elicit vague responses and rarely leads to a deeper conversation. Don't focus on what your day will look like; instead, focus on being clear on the results you need to deliver. Nobody I know has ever been fired for not following a "typical day." However, I know several people who were fired for failing to meet expectations. Before accepting a job offer, ensure you're capable of meeting the employer's expectations.

"How would you describe the company culture?"

Asking this question screams, "I read somewhere to ask this question." There are much better ways to research a company's culture, such as speaking to current and former employees, reading online reviews and news articles. Furthermore, since your interviewer works for the company, they're presumably comfortable with the culture. Do you expect your interviewer to give you the brutal truth? "Be careful of Craig; get on his bad side, and he'll make your life miserable." "Bob is close to retirement. I give him lots of slack, which the rest of the team needs to pick up."

Truism: No matter how much due diligence you do, only when you start working for the employer will you experience and, therefore, know their culture firsthand.

"What opportunities are there for professional development?"

When asked this question, I immediately think the candidate cares more about gaining than contributing, a showstopper. Managing your career is your responsibility, not your employer's.

Cliché questions don't impress hiring managers, nor will they differentiate you from your competition. To transform your interaction with your interviewer from a Q&A session into a dynamic discussion, ask unique, insightful questions.

Here are my four go-to questions—I have many more—to accomplish this:

"Describe your management style. How will you manage me?"

This question gives your interviewer the opportunity to talk about themselves, which we all love doing. As well, being in sync with my boss is extremely important to me. The management style of who'll be my boss is a determining factor in whether or not I'll accept the job.

"What is the one thing I should never do that'll piss you off and possibly damage our working relationship beyond repair?"

This question also allows me to determine whether I and my to-be boss would be in sync. Sometimes I ask, "What are your pet peeves?"

"When I join the team, what would be the most important contribution you'd want to see from me in the first six months?"

Setting myself up for failure is the last thing I want. As I mentioned, focus on the results you need to produce and timelines. How realistic are the expectations? It's never about the question; it's about what you want to know. It's important to know whether you'll be able to meet or even exceed your new boss's expectations.

"If I wanted to sell you on an idea or suggestion, what do you need to know?"

Years ago, a candidate asked me this question. I was impressed he wasn't looking just to put in time; he was looking for how he could be a contributing employee. Every time I ask this question; it leads to an in-depth discussion.

Other questions I've asked:

- "What keeps you up at night?"
- "If you were to leave this company, who would follow?"
- "How do you handle an employee making a mistake?"
- "If you were to give a Ted Talk, what topic would you talk about?"
- "What are three highly valued skills at [company] that I should master to advance?"
- "What are the informal expectations of the role?"
- "What is one misconception people have about you [or the company]?"

Your questions reveal a great deal about your motivations, drive to make a meaningful impact on the business, and a chance to morph the questioning into a conversation. Cliché questions don't lead to meaningful discussions, whereas unique, thought-provoking questions do and, in turn, make you memorable.



Her SAIT Graduation

by Garth Paul Ukrainetz

She took the risk and made the move
Enrolled in courses, paid tuition
Embarked upon a journey bold
Nothing worthwhile makes it easy

She hit the books and studied hard
Placed hopes and dreams upon her desk
Homework structured every evening
The future more important now

From class to class, through rain and snow
Lectures, essays, midterms, finals
And once a week she volunteered
Community, connection, care

Good coffee always faithful friend
Wide awake for morning learning
Then soon, bright shining GPA
No more her forward path unknown

She pushed with all her might, she did
Propelled that boulder up the mountain
She's reached the top, SAIT graduation
A new career, a rolling stone

Word of the Month



Ebullient: adjective
(ih-buhl-yuhnt)
Liveliness, enthusiasm,
overflowing with
excitement.
He was in quite
an ebullient mood.



Thorncliffe Real Estate Update

Last 12 Months Thorncliffe
MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
March 2025	\$499,900	\$484,000
February 2025	\$599,900	\$575,000
January 2025	\$625,000	\$617,500
December 2024	\$625,000	\$607,500
November 2024	\$542,000	\$551,500
October 2024	\$499,900	\$488,000
September 2024	\$462,449	\$461,000
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

Last 12 Months Thorncliffe
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
March 2025	18	7
February 2025	5	5
January 2025	11	7
December 2024	0	3
November 2024	12	10
October 2024	14	11
September 2024	16	12
August 2024	13	10
July 2024	10	9
June 2024	20	19
May 2024	13	8
April 2024	9	6

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
March 2025	\$359,900	\$345,000
February 2025	\$172,495	\$170,750
January 2025	\$549,000	\$542,000
December 2024	\$584,950	\$565,000
November 2024	\$254,999	\$249,999
October 2024	\$214,900	\$225,000
September 2024	\$262,500	\$261,000
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	\$312,399	\$336,400

Last 12 Months Greenview
MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
March 2025	7	5
February 2025	6	4
January 2025	5	1
December 2024	0	2
November 2024	0	4
October 2024	8	3
September 2024	1	2
August 2024	8	4
July 2024	3	5
June 2024	6	8
May 2024	7	3
April 2024	7	10

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

Overcoming Dating Anxiety

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

Dating anxiety is common, but you can manage it with the right mindset and strategies. Here are some suggestions to get you started:

1. Shift Your Mindset

Lowering the pressure or expectations. Treat dates as casual meetups instead of stressful interviews.

Reframe any rejections. Not every match works out, and that is normal. See each time as a learning experience.

Focus on the enjoyment of the date. Instead of trying to impress your date, focus more on whether you are enjoying their company.

2. Prepare and Practice

Start small. Get comfortable with social interactions by practicing with friend or in low pressure environments.

Plan ahead. Choose a familiar setting for the date to feel more at ease.

Have conversation starters. Think of a few topics in advance to avoid awkward silences.

3. Manage Anxiety in the Moment

Breathe deeply. Try slow breathing exercises.

Use grounding techniques. Focus on your senses - what you see, hear, feel to stay present.

Accept your nervousness. It's normal. A little anxiety can make you appear more engaged and authentic.

4. Build Confidence Overtime

Expose yourself gradually. The more you date, the more natural it will feel.

Positive self-talk. Remind yourself of your strengths and why you are a great person to date.

Don't overanalyze. Avoid replaying the date in your head. Just move forward.

5. Seek Support if Needed

Talk to friends. They can offer their encouragement and a different perspective.



Consider therapy. If your anxiety is overwhelming, a therapist can help with confidence building strategies.

6. Confidence Tips

Before the Date: Dress in a way that makes you feel good and comfortable. Listen to music that pumps you up. Visualize the date being successful. Remind yourself why you are going to be a great date.

During the Date: Open body language by maintaining good posture, an open smile, and making eye contact. Try to slow your speech, reminding yourself that it's okay to pause and breathe. Focus on the other person as it helps keep away self-consciousness. Laugh off any mistakes you make. Humility is actually attractive.

After the Date: Don't overanalyze the date in your head. It is what it is, they either like you or they don't. It's a two-way street...you're evaluating them as well. Celebrate that you took a chance even if the date wasn't perfect. You break your anxiety cycle by facing your fears and learning as you go!

Practice makes each attempt easier and builds confidence. Get out there and have some fun.

Getting Your Gut on Track

by Alberta Health Services

You may have heard of the gut microbiome – it's the community of microbes (example: bacteria) that live in your colon (or gut) that influences your health.

It's an exciting area of nutrition research because what you eat and drink can affect the health of your gut and the microbiome. This can affect your risk of chronic diseases like obesity, heart disease, and even certain cancers.

There are many foods that support a healthy gut microbiome which is linked to better overall mental and physical health.

Whole Plant Foods

It's recommended that whole plant foods make up the majority of what you eat. Whole plant foods are vegetables, fruits, whole grains, beans, legumes, and nuts that have undergone limited processing. These foods have fibres that feed your gut microbes. For example, whole grains have benefits for metabolism and immunity. Gut microbes feast on parts of the bran layer in whole grains, which has an anti-inflammatory effect. This is important as many chronic diseases are linked to inflammation.

Having a variety of whole plant foods has been shown to help improve feeling of fullness and can help your body to be more sensitive to the insulin, which regulates blood sugar in your body. Choose a variety of plant foods.

As many Canadians struggle with getting enough whole grains, where possible look for opportunities to replace refined grains with whole grain options.

Protein Foods

The protein foods to support gut health are plant-based protein foods and fatty fish. Examples of plant-based protein foods are kidney beans, chickpeas and lentils, nuts like walnuts or almonds, and fatty fish like Arctic char, mackerel, herring, salmon, sardines, and trout.

Beans and nuts contain fibre and phytochemicals (plant chemicals) which can help to increase the helpful gut microbes. Fatty fish has omega-3 fatty acids which help lower inflammation.

Low Fat and Fermented Dairy Products

Fermented dairy foods that have live bacteria (like kefir and yogurt) can increase the good bacteria in the gut microbiome.

Look for milk, yogurt, and kefir with little or no added sugar and lower milk fat (M.F.). Lower fat dairy (2% M.F. or less) is recommended over higher fat dairy foods like cheese because they are lower in saturated fat.

Saturated fat is linked to inflammation.

What to Limit or Avoid

Red Meat: Small amounts of lean red meat can be included in a healthy eating pattern, as red meat has many nutrients including protein. It is recommended to be included in smaller amounts because it can contribute to inflammation.

Processed meat: Avoid or minimize them because the curing agents in processed meats contribute to cancer forming compounds when they are digested by gut microbes.

Try Mediterranean Style Eating!

The Mediterranean style of eating has been shown to help support a healthy gut microbiome. It includes lots of vegetables, fruits, beans, peas, lentils, fish, nuts, and olive oil. There is some research that it can help support brain function and it can also reduce inflammation as well as frailty in older adults.

If you are looking for practical ways to eat in a way to support a healthy gut microbiome, visit ahs.ca/nutritionhandouts and search for Mediterranean Style of Eating.



Tips On Quitting Smoking for Good

by Alberta Health Services

Thinking about quitting smoking in 2025? You're not alone. More than half of adults who smoke cigarettes are seriously thinking about stopping.

Quitting can be hard, but there are things you can do to make it easier. Everyone is different, so it's important to get the right kind of help for you. Use the tools, programs, and services that make sense for you.

The following tips can help you on your journey.

Know Your Reasons for Quitting Smoking

Reflect on why you want to quit smoking. Write down or say out loud the reasons that matter most to you. For example:

- I want to feel better.
- I want to save money.
- I want to protect my family and friends.

Taking stock of why you want to quit is a good first step on the path to quitting for good. This activity can help you decide if you're ready to make a change. It can help you set a goal and stick with it.

Make a Plan

When you're ready, pick a day to quit smoking in the next three weeks. As this date gets closer, pay attention to your urges to smoke. Keep track of the routines, places, and emotions that trigger you. Think about how you'll handle these cravings and stay in control when you're quitting.

Planning ahead helps you stay on track when you're quitting. It sets you up for success in the long run.

Consult the Experts

Reach out for advice and support:

- Call 1-866-710-7848 to speak with an AlbertaQuits counsellor. They'll listen with no judgment and offer you free, confidential advice and helpful tips.
- Ask a physician, pharmacist, or other healthcare provider about medications to reduce cravings, limit withdrawal, and help you feel comfortable when you're quitting.
- Join a QuitCore program in your local area or online.



In six facilitated sessions, you'll learn skills to quit smoking and connect with other people who are trying to quit. Call the AlbertaQuits helpline at 1-866-710-QUIT (7848) to find a QuitCore group in your local area or online.

- Go to AlbertaQuits.ca for guidance and tools to build a quit plan.
- Text 123456 to ABQUITS for free text messages to keep you motivated.

Getting help to quit smoking really works. Research shows that by combining different methods of support, you can double or even triple your odds of success.

Stick With It!

Be mindful that it can take more than one attempt to quit smoking. If you have setbacks, keep trying! Count the days and weeks you were able to go smoke-free as wins and think about what you can learn from them. Reflecting on what worked will help you next time.

Quitting is one of the best things you can do for your health, no matter how old you are or how long you've been smoking. Quitting lowers your risk of heart disease, cancer, lung disease, and diabetes. It improves your health in ways you can see and feel. Within 20 minutes of putting out your last cigarette, your blood pressure and heart rate go down with less stress on your heart and blood vessels.

For more information on smoking and your health, go to MyHealth.Alberta.ca/Tobacco-Smoking-Vaping. For more tips to quit smoking for good, go to AlbertaQuits.ca.

Collection Days Are Changing in April

by *The City of Calgary*

Starting April 22, many Calgary households will see blue, black, or green cart pick-up days moving to improve routes. These updates also align with the return of city-wide weekly green cart collection. The new collection schedules will be available on calgary.ca/cartschedule by April 8. Check your schedule to:

- Find out whether your blue, black, or green cart pick-up day is changing.
- Know when your weekly green cart begins.

Collection schedule changes update automatically if you have signed up for reminders.

Did you know that The City provides free reminders for your blue, black, and green cart pick-up days? All you need to do is sign up! When it's time to put your carts out for collection, we'll send you a reminder. When you sign up, you will get:

- Instant access to your pick-up schedule.
- Notifications about any changes to your collection schedule.
- Useful tips for using your blue, green, and black carts.

It's Easy!

Option 1: Go to calgary.ca/cartschedule.

- Type your address in the search box to view your collection days.
- Click on 'Get a reminder' to receive your preferred method. Choose to be notified by email, calendar, or phone, either the day before or the day of your collection.

Option 2: Download the Garbage Day App onto your phone.

- Available on the App Store or Google Play.
- Set notifications to remind you of your cart collection days.

Never miss another cart collection day again.

Amendments to the Business Licence Bylaw for Short-Term Rentals Are Now in Effect

by *The City of Calgary*



Starting April 1, 2025, there will be several changes to Calgary's short-term rental (STR) regulations as part of The City of Calgary's commitment to adapt to our evolving short-term rental market.

- STR business licenses will now be classified as either primary or non-primary. If you currently have a licence, you will be asked to verify your property type as part of your next renewal. Fees will vary based on the licence type.
- Short-term rentals now include rentals up to 180 consecutive days. If you own a short-term rental offering stays between zero and 180 consecutive days, you require a business licence to operate in Calgary.
- New applicants will be responsible for complying with their condominium bylaws, The City will no longer require condo board consent.
- A ban on issuing licences for homes designated as affordable housing.

Additionally, if the Purpose-Built Rental Vacancy Rate drops below 2.5%, The City will impose a temporary pause on issuing new non-primary licences. This would not apply to new primary residence applications or existing licences.

These changes aim to balance housing affordability, safety, community impact, and enforcement, while continuing to support property owners and the economic benefits STRs bring to Calgary.

Enhancing regulatory processes will improve STR management and foster market innovation to benefit the community. Visit calgary.ca/str for more information.

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