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Eye Matey!



It is common for media to portray pirates wearing eye patches, but it is likely not for the reasons you think! Eye patches were used to keep one eye adjusted to low light conditions so when the pirate went below deck, they could immediately see by swapping the eye patch to the other eye. What a bright eye-dea!



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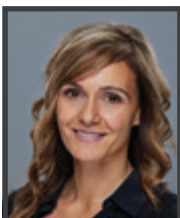
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Tuscany Real Estate Update

Last 12 Months Tuscany

MLS Real Estate Sale Price Update

	Average Asking Price	Average Sold Price
October 2024	\$689,900	\$685,000
September 2024	\$679,900	\$680,000
August 2024	\$744,900	\$728,550
July 2024	\$624,950	\$634,500
June 2024	\$668,900	\$675,000
May 2024	\$749,900	\$732,500
April 2024	\$699,900	\$709,230
March 2024	\$659,900	\$684,000
February 2024	\$589,000	\$621,000
January 2024	\$617,500	\$640,000
December 2023	\$609,700	\$614,579
November 2023	\$650,000	\$649,788

Last 12 Months Tuscany

MLS Real Estate Number of Listings Update

	No. New Properties	No. Properties Sold
October 2024	19	21
September 2024	28	21
August 2024	17	17
July 2024	24	22
June 2024	29	29
May 2024	35	29
April 2024	35	39
March 2024	32	27
February 2024	25	21
January 2024	16	14
December 2023	8	10
November 2023	14	19

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

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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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!

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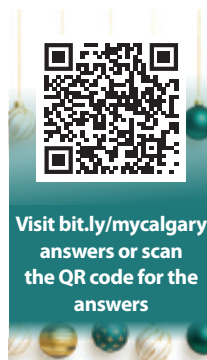
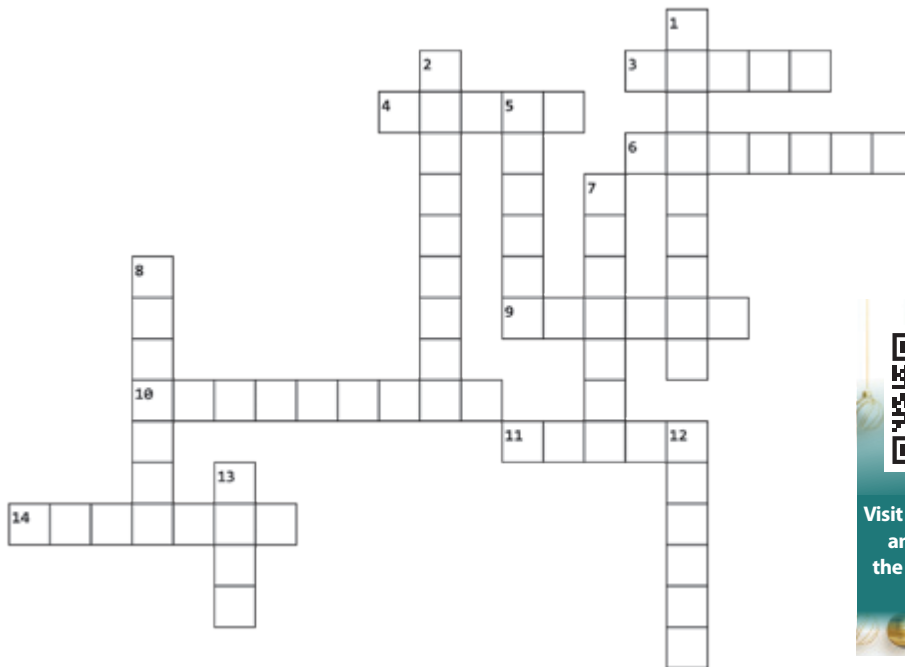
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December Crossword



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.



Carolyn's Corner: Winter Wonders - Bringing Holiday Magic to Your Planters

by TJ Yurko

As the holiday season approaches, it's time to let your creativity shine with seasonal décor. Capture the magic of winter and invite festive cheer into your home with these beautifully crafted, whimsically inspired holiday planter ideas.

Containers

Start with picking the perfect container. Terracotta pots, ceramic vases, wooden crates, woven baskets, and metal buckets work perfectly for indoor arrangements. For outdoor planters, choose containers made from durable, weather-resistant materials like waterproof plastic, metal, or wood.

Plants

Next, think about plant selection. Seasonal flowers like poinsettias, cyclamen, and amaryllis kindle holiday glamour indoors. Evergreens like pine, spruce, cedar, fir, and juniper evoke a classic holiday feel in any setting, with holly, euonymus, magnolia, and eucalyptus adding unique features. For a cascading effect, use weeping or trailing plants near the container's edges.

Quality substrate is crucial for keeping plants fresh. Use hydrated floral foam or a reusable floral grid with well-drained potting mix to keep your plants thriving all season long.

Ornaments

Add character to your holiday planter with decorations like cones, twigs, branches, ornaments, ribbons, faux birds, and lights. Battery-operated lights provide a warm, comforting glow without the hassle of cords and plug-ins. Arrange these accessories, so they complement your plants rather than overshadow them.

Designs

When designing your holiday planter, use the "thriller, filler, spiller" technique: Begin with a tall, focal plant or decoration ("thriller"), fill in with medium-height

materials ("filler"), then let elements drape over the edge ("spiller"). Experiment with different holiday colours like red, green, gold, blue, silver, and white. Place arrangements in high-traffic areas to showcase your creations.

Remember, the best holiday pots reflect the unique style and design of your home. So, embrace the spirit of the season, have fun with arrangements, and transform your planter into a masterpiece that personifies the true meaning of the holidays.

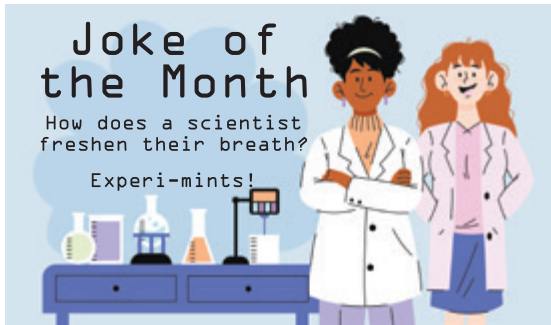
Need help sprucing up your landscape this holiday season? Don't hesitate – contact a professional today!



Joke of the Month

How does a scientist freshen their breath?

Experi-mints!



Landlord and Tenant Law – Rents and Landlord Access

by Charmaine Coutinho, volunteer lawyer with Calgary Legal Guidance



This article will only discuss leases covered by Alberta's Residential Tenancies Act (RTA). This excludes tenants sharing living space with a landlord, supported living accommodations, and a few other scenarios. This piece is to help our community become more familiar with a few RTA topics, at a time when both landlords and tenants are under stress and looking for ways to improve their circumstances.

Rent Increases

There is no limit on rent increases in Alberta. However, rent cannot be increased during the term of a fixed lease and cannot be increased within one year of the last rent increase or the start of the tenancy (for fixed or periodic leases).

The landlord must give a tenant notice before increasing the rent. The notice from the landlord must include the date of the notice, the effective date of the increase, and the landlord's signature. The notice period must be 12 full tenancy weeks for a weekly periodic tenancy, three full tenancy months for a monthly periodic tenancy, or 90 days for any other periodic tenancy; these deadlines apply from the date that the notice is delivered to the tenant. The notice must be delivered before the notice period starts, and the increase can take effect only after the period ends. For example, if a rent increase on a monthly tenancy (based on calendar months) is intended to take effect on December 1, the landlord must give notice before September 1. If a landlord delivers the notice on September 1, the rent increase cannot apply until January; if the landlord states an effective date of December 1 for the rent increase, the notice may not be effective at all.

Rent increases are frequently a point of contention between landlords and tenants; I've heard many anecdotes about landlords attempting to enforce increases despite not giving sufficient notice, and tenants forgetting to budget for anticipated increases. The lengthy notice periods involved offer room to manoeuvre, plan, or negotiate – plan accordingly!

Landlord's Notice to Enter

A landlord can enter the rental unit at any time with the tenant's consent. The landlord can also enter the rental unit without a tenant's consent, but with at least 24 hours notice, for a few specific reasons: repairs, inspection of rental premises, pest control in the unit, to show the unit to prospective purchasers or mortgagors, or to show the unit to prospective tenants after the landlord/tenant has given notice to end the tenancy.

A landlord may only enter a rental unit without consent or notice in an emergency or if the landlord believes that the tenant has abandoned the unit.

If the lease is covered by the RTA, and a landlord is not adhering to the notice provisions in the RTA, a tenant can apply to the Residential Tenancy Dispute Resolution Service (RTDRS) for an abatement of rent to compensate for the landlord breaching the tenant's entitlement to peaceful enjoyment and possession of the rental unit.

I hope that this brief helps community members to understand their rights and obligations in the context of a lease covered by the Residential Tenancies Act. I wish my neighbours amicable tenancies and peaceful enjoyment of their rental premises!

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 likeable.

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.

A CHRISTMAS CAROL

The first edition of the Christmas classic *A Christmas Carol*, written by Charles Dickens, was originally published in London on December 19, 1843. This story was published as a novella by Chapman & Hall and the first edition sold out by Christmas Eve that first year!



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Councillor, Ward 1
Sonya Sharp

403-268-2430

ward1@calgary.ca

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Hello, Ward 1!

The holiday season is just around the corner, and I want to wish you and your loved ones a joyful and restful time as we close out the year. Whether you're celebrating with family, friends, or spending time reflecting on the past year, I hope this season brings peace and warmth to your home.

Here's a look at what's happening in our community this December.

Budget Update

City Council recently wrapped up deliberations on the 2025 budget. We've been hard at work balancing the need to maintain essential services with keeping taxes affordable for residents. To stay up to date on the decisions that affect our community, visit calgary.ca/ward1 or sign up for the Ward 1 newsletter.

Winter Weather Tips

With colder temperatures settling in, remember to prepare for winter driving conditions. Keep an emergency kit in your car and ensure your vehicle is winter-ready. City crews are continuing to prioritize snow clearing on major routes within 24 hours, but please allow extra time to get where you're going.

For those enjoying the outdoors, make sure you're layering up properly and keeping walkways clear of snow and ice, as residents are responsible for snow clearing from sidewalks next to their property within 24 hours of snowfall. If you can, help out a neighbour by shovelling their sidewalk – a simple way to spread holiday kindness!

You can stay informed on updates regarding parking bans and snow removal by visiting calgary.ca/snow or calling 3-1-1.

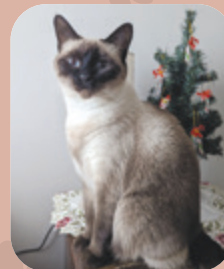
Supporting Local Businesses

This holiday season, I encourage you to support the many incredible small businesses right here in Ward 1. Whether you're shopping for gifts, dining out, or looking for festive experiences, our local businesses depend on your support, especially during this busy time of year. By shopping locally, you're helping keep our community strong and vibrant.

Cats, Canines, & Critters of Calgary



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George, McKenzie Towne



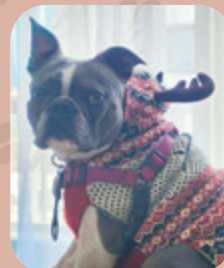
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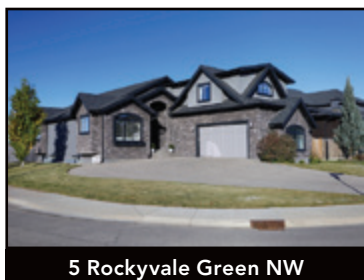
The University of Calgary Conjoint Health Research Ethics Board has approved this research study "Predictors and Moderators of Long-Term Outcome of Persons at Clinical High Risk for Psychosis" (REB21-1762)



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