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SCA UPDATE

Memberships and Volunteer Opportunities:

Please visit springbankcommunity.com to join as a household or individual resident.

If you see a role where you can help out Springbank Community Association as a volunteer, please email info@springbankcommunity.com. We need your voices to be heard!



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Please contact us at president@springbankcommunity.com if interested in working with the board.



Membership Builds Community

Membership in the Springbank Community Association is a \$5 yearly fee for individuals or \$10 for households – included in membership is such benefits as a vote at the Annual General Meeting, details will be sent out and communicated to members. The SCA is also working hard to develop more programs, events, and activities within the Springbank Community and look forward to partnering with you to do that.

Visit springbankcommunity.com/membership-join/ to learn more!

SCAN HERE
TO VIEW ADDITIONAL
SPRINGBANK CONTENT





Springbank Ladies Time Out



WHAT IS

Springbank LTO?

We are Non-Profit Women's Club, creating community and supporting new friendships in Springbank and the surrounding area.

We offer cooking and crafting classes, private massage and Reiki sessions, and a weekly Coffee & Chat meet-up on Mondays!

Sessions are
September - November
February - June

Membership price per session is \$25

Eden Brook Reception Center
9:00am - 11:00am

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.

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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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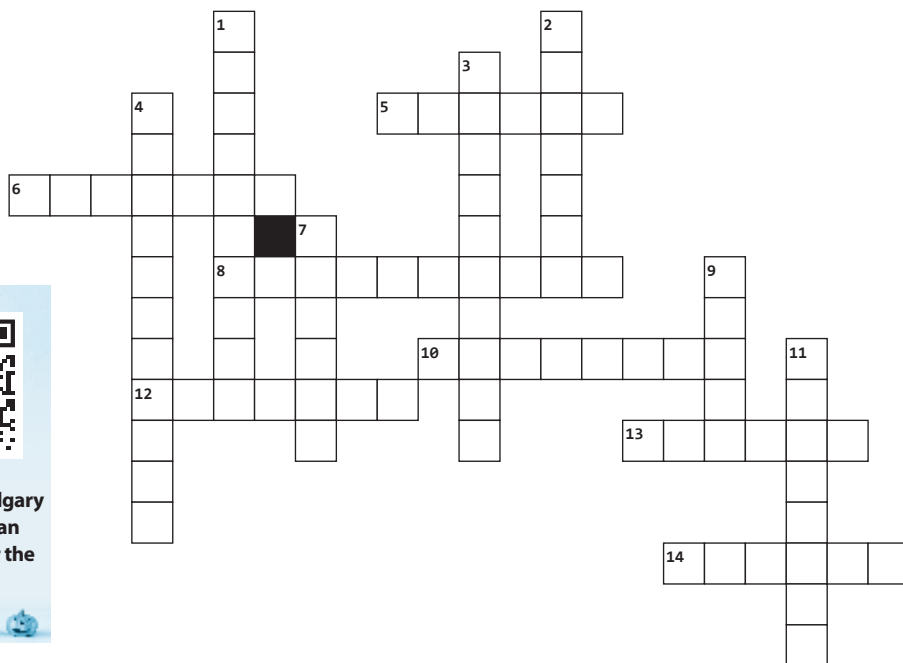
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Mmm, Coffee!



October 1 signifies not only the start of a new month, but an occasion that has sparked events all around the world in celebration of one of our favourite hot (or cold depending on how you like it!) beverages. It is International Coffee Day! So, especially on this day, make sure to enjoy your coffee, however you take it!

October Crossword



Visit bit.ly/mycalgaryanswers or scan the QR code for the answers

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.

Bacon And Herb Wrapped Chicken

by Jennifer Puri

Thanksgiving is a holiday when family and friends gather to express gratitude and enjoy a festive meal, which usually includes a roasted turkey.

However, bacon and herb wrapped chicken is a great option for a smaller gathering. Bacon is the key ingredient to locking in moisture and flavour and this dish pairs well with mashed potatoes, garlic green beans, broccoli, caramelized carrots, or pumpkin and cranberry sauce.

Thighs or drumsticks can be substituted instead of chicken breasts. If using chicken breasts, make sure that each piece is roughly the same size, approximately four to five ounces.

Prep Time: 15 minutes

Cook Time: 30 to 40 minutes

Servings: 4

Ingredients:

- 4 skinless chicken breasts, 4-5 oz. each
- 12 thin slices of bacon
- 2 tbsp. olive oil
- 1/3 cup maple syrup
- 2 tsps. Dijon mustard
- 2 garlic cloves, finely chopped
- 1/2 tsp. of salt
- 1/4 tsp. of coarsely ground black pepper
- 1 tbsp. finely chopped parsley
- 1 tbsp. finely chopped thyme

Directions:

- Preheat oven to 375 degrees Fahrenheit.
- In a small bowl, mix together olive oil, garlic, maple syrup, Dijon mustard, parsley, thyme, salt, and pepper.



- Place the chicken breasts on a cutting board and brush the olive oil mixture over each one making sure that each side of the breast is covered. Wrap two to three slices of bacon around each breast and then place them seam side down on a foil covered baking pan or tray.
- Drizzle any leftover olive oil mixture over the breasts and then bake for 30 to 40 minutes or until chicken is cooked and the bacon is crisp. Insert a meat thermometer in the thickest part of the breast to check if chicken is cooked through, which should be at least 165 degrees Fahrenheit.
- Allow the chicken to rest for a few minutes and garnish with parsley before serving.



Bon Appétit!



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