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August	24	12	8	\$735,000	\$742,500
July	24	11	10	\$531,900	\$521,500
June	24	9	7	\$489,900	\$475,000
May	24	18	10	\$456,950	\$451,250
April	24	15	13	\$279,888	\$275,000
March	24	17	11	\$698,000	\$687,500
February	24	13	7	\$989,000	\$975,000
January	24	9	6	\$734,000	\$710,000
December	23	4	7	\$557,000	\$530,000
November	23	13	8	\$479,950	\$472,500
October	23	8	11	\$499,000	\$480,000
September	23	14	7	\$655,000	\$614,869

To view more detailed information that comprise the above
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Nobel Canadians

Nobel Prize winners are announced in the first two weeks of October. Since the very first awards, Canada has won 27 Nobel Prizes. From 1923 to 2021, Canadians have received the award for everything from Economics and Physics to Literature.



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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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CODE FOR THE
ANSWERS!

BRAIN GAMES

SUDOKU

1			8					
		2				5	3	
							6	4
		3			5			
			1	6	4			
8	1						7	
5				7			4	2
6		8			2			3
	4					8		

SCAN THE QR CODE
FOR THE SOLUTION



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!



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About Us

The Eau Claire Community Association (ECCA) was founded in 1992 as a non-profit organization dedicated to maintaining and enhancing the quality of living in Eau Claire. It is recognized by the City of Calgary as the official voice of the Eau Claire community. The ECCA bylaws define the purpose and direction of the ECCA and are registered under the Societies Act of Alberta. The bylaws are available at www.eauclaireca.com/about.

The community of Eau Claire is located adjacent to the downtown commercial core, bounded by Prince's Island and the Bow River on the north and centre of 4 Avenue on the south, extending from the centre of 2 Street SW to the centre of 9 Street SW.

Mission

The Eau Claire Community Association strives to create a vibrant connected community. Our approach to planning and development is to enhance the quality of life for our residents.

Vision

Eau Claire is a safe, clean and liveable residential community proud of its natural environment. We are supportive of social and recreational gathering places and relevant businesses that support the community.



Membership

Membership in the ECCA is open to all residents. The annual fee is \$6 per household. The majority of Eau Claire condominium complexes (and therefore their residents) hold a membership, paid for by the condo corporation. Business memberships are also available. Strong membership empowers the ECCA to protect the interests of our community. Issues of key interest are planning, transportation and safety. The ECCA's role is to provide a voice for Eau Claire residents, to help ensure that community interests are being considered and that development is in keeping with the Area Redevelopment Plan.

Connect with ECCA



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Eau Claire Access

Eau Claire is a vibrant, multi-use neighbourhood in the heart of Calgary. It encompasses a thriving residential community; a busy commercial sector; and a large urban park with public spaces and natural areas. Eau Claire is bordered by the Bow River, the commercial and hospitality centre of Calgary, Chinatown, and Downtown West, another high-density river-front district.

A Residential community including high-rises, low-rises, townhouses, seniors' homes, subsidized housing, office to residential conversions, and private residences that range in value from the mid-\$200s to in excess of \$5 million.

"Eau Claire Plaza, West Eau Claire Park, Eau Claire Promenade, and Prince's Island Park are the central jewels in Calgary's phenomenal open space network" (engage.calgary.ca), an attraction that brings visitors from all areas of Calgary and is a must see for tourists resulting in a high volume of foot traffic.

Commercial buildings with active Monday to Friday daytime use are connected throughout downtown by the Plus 15 network.

All users need to be considered but we struggle with getting the City to view our neighbourhood holistically. Too often in recent years different individuals in municipal government have looked only at their own project and not viewed its impact on Eau Claire as a whole. Recently when we expressed our concerns about having vehicular traffic curtailed, we were blithely told "traffic will find a way."

In recent years a lot of work has been done to increase access to our neighbourhood for bicycles, scooters, pedestrians, and that's great. That serves a large constituency of users. But vehicular traffic has been reduced to a level that could impact safety for our residents and fundamental desirability for the community.

When we discuss vehicular traffic, we mean:

- Emergency vehicles
- Secondary emergency vehicles (such as restoration companies who help after a flood)
- Contractor vehicles which help us to maintain our homes
- Personal vehicles that residents need to get to our homes and to leave for the other exciting parts of our city and our province.

Currently, multiple projects, as proposed, will severely impact vehicular access/egress to Eau Claire, and we need the City to address these concerns broadly and immediately – if we wait until each project is entrenched we have no hope of changing anything.

- 3 Street redesign, as it's currently configured, will reduce an already inadequate route to one-lane traffic for most of its length for most of the day.
- RiverWalk West, as selected planning suggests, will exacerbate already limited egress from our community to Bow Trail and Crowchild Trail by cutting 4 Avenue off at 9/10 Street SW.
- 8 Street redesign, as it stands, will reduce vehicular access to/egress from Eau Claire.

While the future of the Green line LRT is uncertain, both the last plan and potential new plans would severely curtail vehicular traffic on 2 Street permanently.

Within the last few years vehicular traffic has been reduced in other areas due to the addition of bike lanes and the community association has received complaints from nearby businesses that reduced access and reduced street parking has impacted business.

- 7 Street has been reduced to only two lanes.
- 3 Avenue has become single-lane east-bound at 7 Street.

Last year Eau Claire residents lost their Commercial Business Zone parking, reducing the ability of residential buildings to bring in contractors and repair vehicles, including secondary emergency response vehicles. It has slowly become more difficult to access our homes and businesses in this neighbourhood and we need help and advocacy from the City to prevent further erosion.



Protect Your Pipes

by the City of Calgary

The holidays are a time for food, family, and fun. The aromas of gravy, turkey, and bacon may come to mind.

It's important to remember that any fats, oils, and grease (FOG) that travels down the drain can block your pipes and may result in messy and costly sewage backups.

Remember to:

- **Cool it:** in a disposable can or container.
- **Scrape it:** into a certified, compostable bag or paper bag.
- **Compost it:** place the rolled up or tied up bag in your green cart.

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

Join Us!

Join us on Monday, October 14 at 8:00 am on the Eau Claire pathway for theWalk.ca event! This event is sponsored by paullavoie and is meant to spread awareness about the Calgary Food Bank. Contact us for more information on how to sign up today!



CITY COUNCIL MEETINGS

Council meetings are usually held on Mondays starting at 9:30 am. You are welcome to attend any public Council meeting in person or watch remotely online through our webcast page on [Calgary.ca](https://calgary.ca). Members of the public can attend and speak to items during a Public Hearing which are usually held once a month.

You may also attend any public Committee meeting. Key Committee meetings are also available to be viewed remotely.

- Public are strongly encouraged to follow Council and Committee meetings using the live stream at www.calgary.ca/watchlive.
- Public wishing to make a written submission may do so using the public submission form at the following link: <https://forms.calgary.ca/content/forms/af/public/public/public-submission-to-city-clerks.html?redirect=/publicsubmission>.
- Public wishing to speak are encouraged to participate remotely. Contact the City Clerk's Office by email at publicsubmissions@calgary.ca to register, and to receive further information on how to call in.



Your Photos on the Cover?

We'd love to see some community photos in The Current and even on the cover. Please submit them to info@EauClaireCA.com with the subject line "Photos."

- All photos must be taken in Eau Claire; if at an event or festival please identify.
- No pictures of kids unless accompanied by a parental release.
- If your photo is chosen for publication you will get a photo credit in the issue.
- Photos must be 1MB in size and 300 DPI for print quality.

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Ekaterina (Katya) Heinrich BSc, MSc, is a licensed Acupuncturist and RMT. She has a unique background in physics which enhances her understanding of body mechanics and the root causes of pain. Since 2015, she has focused on health and healing, specializing in treatments for TMJ disorders and facial pain. Katya combines various modalities such as massage, needling, cupping, Gua Sha, and Acutonics. Her integrated approach is particularly effective for musculoskeletal issues, headaches, and TMJ disorders, providing patients with comprehensive care and relief.



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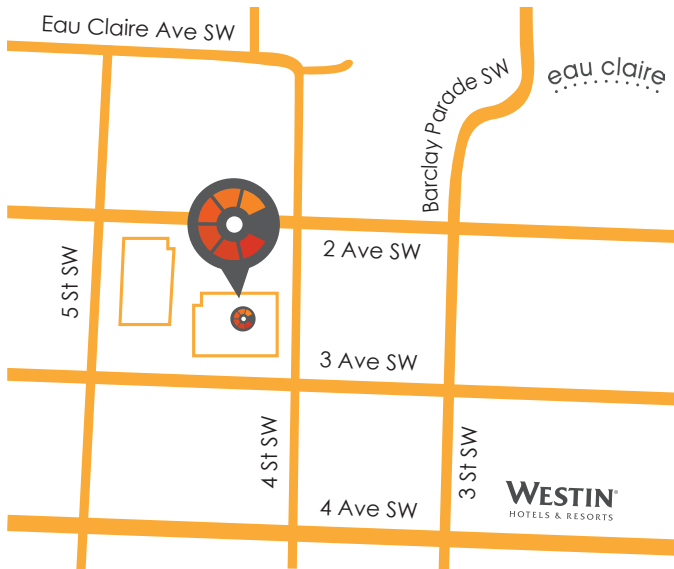


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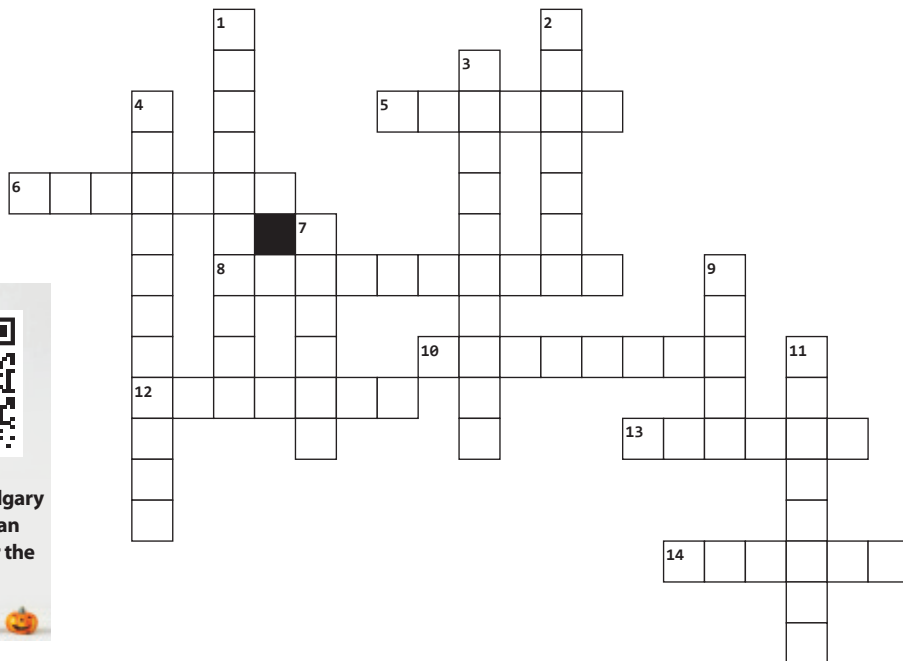
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October Crossword



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.

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.

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
- ½ tsp. of salt
- ¼ 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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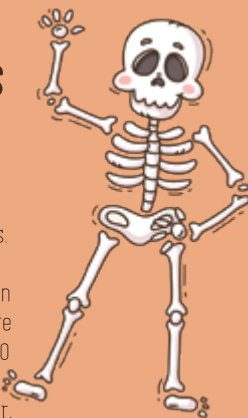
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Scary. Spooky. Skeletons

Of the total body weight of an average human, about 14% is made up of bone mass. Typically, our bones reach their maximum mass between 25 and 30 years old. When we are born, we have around 270 bones, but as we grow into adulthood these fuse together, leaving us with about 206.





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Happy Thanksgiving! I hope you are able to spend time with your family on this holiday, and that you have significant memories to be thankful for from the past year.

I'm thankful for the responses I've received from so many of you about the work I continue to push in Parliament. This past summer, I wrote about the effects that the changes to Canada's Competition Act – embedded in the omnibus Bill C-59 Fall Economic Statement – would have on anyone doing business in Canada, particularly those that are aiming for better environmental outcomes. As I explained, the Bill will erode freedom of speech (if allowed by Canada's Courts), lessen competition, weaponize our Competition Tribunal, and cast a chill on business investment in this country. As if we haven't seen enough of a flight of capital pursuing opportunities outside of Canada.

The bigger issue for Canadians is the role of 'omnibus' bills in eliminating what many of us view as democratic process in the construction of Canada's underlying legal statutes. These bills package too many legislative changes into one process, thereby denying parliamentarians the ability to properly debate the substance of the changes in the bill. Even the committee process – where these amendments are usually examined in detail – is short-circuited with time allocation mechanisms. We end up with legislation where Parliament passes a series of legislative changes where the 'intent' is not even discussed. Thus, any future Court ruling on the matter is denied that perspective, which is usually sought.

Many participants responded to my request to submit opinions to the Commissioner, which could be done until September 27. I believe the changes need significant input and parliamentary revisions in order to meet the desired objectives.



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Harper Lee, *Beddington*



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2 WEEK TRIAL AVAILABLE

Word of the Month

Flibbertigibbet: noun (flib-er-tee-jib-it)

An excessively talkative, flighty, or light-headed person.

She was sitting next to a flibbertigibbet on the train ride to work.

ICE GIANTS

Uranus and Neptune are two ice giants in our Solar System. Ice giants are planets that are made up of elements heavier than hydrogen and helium, they are also as the name suggests, giant. From what we know, the surfaces of these planets are mostly made up of liquids and gases, and do not have solid surfaces.

SHIPWRECKED

Of course, it is nearly impossible to know the exact number of shipwrecks on the ocean floor. However, the current estimate is that there are about three million shipwrecks scattered down there. These wrecks include everything from sunken war ships to small, abandoned recreation boats.