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ERLTON



ELBOW PARK



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FEDERATION OF
CALGARY COMMUNITIES

Hey Calgary!

March is Community Association Awareness Month, and it's the perfect time to discover the amazing things happening in your neighbourhood!

Community associations are at the heart of our city – organizing events, advocating for neighbourhood life, and helping us feel connected to where we live. These non-profit organizations are run by volunteers who work hard to make your community a better place. They organize everything from family movie nights and potlucks to community gardens and sports leagues.

Did you know there are over 20,000 volunteers across Calgary making a difference? They're people just like you, working to make their communities great places to live, work, and play.

It's easy to get involved!

Find your local community association: Visit calgarycommunities.com to find your association and see what they offer.

Attend an event: Check their website or social media for upcoming events like movie nights, festivals, or workshops.

Volunteer your time: There are lots of ways to help, from coaching a sports team to assisting at a community garden.

Become a member: Supporting your community association with a small membership fee helps them continue their important work.

Please join The City of Calgary and the Federation of Calgary Communities in showing our appreciation for the hard work of our community volunteers in March.

Visit calgarycommunities.com/MCAAM to find your local community association and get involved! You can also find information and resources through The City of Calgary at calgary.ca/communities/community-associations.html.

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Learn more about your Calgary Catholic School District Board of Trustees!

Provincial Funding

The Calgary Catholic School District (CCSD) serves approximately 64,000 students in 118 schools and is the largest Catholic school district in Alberta. We are unique in that we represent the interests of over five municipalities which include rural, urban, and metro areas in Airdrie, Calgary, Chestermere, Cochrane, and Rocky View County. Since 2021, our district has experienced consistent and significant student growth. During this time, we have seen a 12 percent increase, approximately 6,800 students. In addition, CCSD has seen the number of students with complex needs grow significantly over the past few years. Approximately 20 percent of our students are English as an Additional Language (EAL) learners and approximately 20 percent of our students have significant diverse learning needs. These complex needs may include autism, significant dysregulation, cognitive disabilities, medical diagnoses, and mental health challenges. Since 2018, the district's fixed costs have also increased more than 50 percent. Fixed costs include utilities, maintenance, insurance, carbon taxes, internet fees, etc., all of which are necessary to student learning.

In the face of these challenges, provincial funding per student has not increased since 2018. It is crucial that we receive appropriate and sustainable funding to accommodate rising costs. Without significant additional funding in Budget 2025, our district will be forced to make difficult decisions which will negatively impact the educational success of our students.

Did You Know?

- Alberta spends the least on its students. In 2023-2024, Alberta Education spent the lowest per student, roughly \$10,000 compared to the Canadian provincial average of approximately \$12,000.
- In the 2024-2025 operating budget, the CCSD's operating costs will exceed \$700 million. Due to the increase in costs, the budget forecasts an operating deficit of \$21.5 million.
- The deficit in the approved 2024-2025 operating budget was funded using \$18.6 million of the CCSD's reserves. The \$18.6 million is equivalent to 215 teachers.

- Government funding accounts for 95 percent of the district's revenue and is based on student enrolment. Just over 80 percent of the district's costs relate directly to student learning.
- Per provincial government requirements, the CCSD must maintain an accumulated operating surplus to cover any potential funding shortfalls. However, in recent years, the district has elected to use our savings to fund budget shortfalls. This approach is not sustainable as our savings are at the minimum level required by the government.

We are grateful for the support of the Alberta government. As trustees, we are actively working to inform and educate the government about the district's financial pressures and the challenges that our students are facing. It is crucial that they are made aware that adequate and sustainable funding is needed to fully address our financial challenges and to ensure the long-term success and well-being of our students. Your Board of Trustees has been working diligently to advocate and shine a light on the areas in which our schools require additional support. Learn more about our efforts by reviewing our advocacy booklet at ccsd.ab.ca/advocacy. You can also reach out to your Member of the Legislative Assembly (MLA) to express concerns regarding education and funding. MLAs are your elected provincial government representative. They represent your needs and wants and work with other MLAs to enact policies that meet your needs. Visit the Legislative Assembly of Alberta website to find your MLA and their contact information.

Happy March everyone. May God hold you in the palm of His hand.



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ERLTON COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	3	0	\$0	\$0
December	24	0	2	\$892,450	\$859,750
November	24	5	3	\$699,900	\$697,900
October	24	1	4	\$632,450	\$617,500
September	24	10	5	\$439,900	\$434,355
August	24	4	4	\$872,000	\$900,000
July	24	4	5	\$474,900	\$469,900
June	24	7	7	\$475,000	\$450,000
May	24	4	6	\$439,950	\$434,950
April	24	14	7	\$479,900	\$473,500
March	24	3	2	\$432,000	\$422,500
February	24	6	8	\$462,750	\$456,000

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

PARKHILL COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	2	3	\$1,300,000	\$1,241,000
December	24	5	0	\$0	\$0
November	24	0	1	\$599,900	\$595,000
October	24	2	2	\$1,600,000	\$1,578,250
September	24	5	7	\$775,000	\$745,000
August	24	6	6	\$749,950	\$743,750
July	24	4	2	\$1,799,900	\$1,730,913
June	24	3	0	\$0	\$0
May	24	5	9	\$349,900	\$329,900
April	24	8	5	\$384,900	\$415,000
March	24	8	4	\$322,400	\$315,750
February	24	3	6	\$1,159,450	\$1,152,000

To view more detailed information that comprise the above
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Join the Erlton Community Association

Join the Erlton Community Association and take advantage of local discounts, meet some new friends at a social event, stay informed of community planning and development projects, and find out what's happening in traffic and parks news. Members are welcome to join us at our monthly meeting. Yearly membership fees are very reasonable, and seniors can join for free! Email erltonsecretary@gmail.com, erltonpresident@gmail.com, or erltonmembership@gmail.com for more information.



ERLTON COMMUNITY ASSOCIATION Monthly Meetings

The ECA hosts monthly meetings every second Tuesday of the month at the MNP Community and Sport Centre, except for July and August. Meetings provide an opportunity for community members to receive updates on the status of projects from the ECA and bring any new issues to the attention of the community and executive. Agendas are usually sent the weekend before the next scheduled meeting. All are welcome!

Electronics Recycling Roundup

The Erlton Community Association is hosting an Electronic Recycling Roundup on Saturday, April 26 at the Erlton Garden (24 Ave and Erlton Rd SW) from 10:00 am to 2:00 pm.

This is a great opportunity to keep unwanted electronics, small appliances, and power tools out of the landfills while supporting the development of the new Erlton Community Garden project at the same time! Let's build more gardens and less landfills.



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Landlord and Tenant Law in Condominiums

by Charmaine Coutinho, Volunteer Lawyer



This article will only discuss leases covered by Alberta's Residential Tenancies Act (RTA), and only when the rental unit is a condo unit. I will highlight some of the differences between the RTA and the Condominium Property Act that may surprise both landlords and tenants.

Renting a Condominium Unit

Though rental of a whole condo unit is generally covered by the Residential Tenancies Act (RTA), the Condominium Property Act trumps the RTA in some circumstances. Importantly, condo bylaws take precedence over the terms of a lease, so a tenant in a condo unit should always ask for the condo bylaws. If, for example, you sign a lease for a condo unit that permits pets, but the condo bylaws permit only dogs under 20 lbs, you may be evicted by the condo board for keeping a cat or a large dog in your unit. This scenario also demonstrates that a condo board has authority to sanction and/or evict a tenant even when a landlord may not. Even if a landlord is prohibited from taking action under the RTA (for example, from evicting a non-harmful, rent-paying tenant in the midst of a fixed-term lease), the condo board may have authority to do so under condo legislation or the condo bylaws.

If a tenant breaches the bylaws or damages common property, the condo board is entitled to sanction or evict the tenant without the landlord's (the condo unit owner) consent. If the condo board evicts a tenant, the tenancy terminates on the last day of the month immediately following the month during which the

notice was delivered. So, for example, regardless of whether the condo board issues an eviction notice on August 1 or August 25, the tenancy will terminate on September 31. This notice period is much shorter than needed from a landlord for a periodic tenancy and even trumps a fixed-term lease.

The condo board also has the authority to require a tenant to redirect their rent payment to the condo board. In these circumstances, condo legislation deems the rent to have been paid to the landlord such that the tenant is not considered in breach of their obligations under the lease.

The condo board can also require an owner to pay a deposit for renting out the unit. All deposits requested by the landlord are aggregated and considered a 'security deposit' under the RTA, and a security deposit cannot exceed the amount of the first month's rent. Any deposit requested by the condo board is payable by the landlord; if a landlord asks the tenant for this amount, it too is lumped in with any other deposit and considered a component of the 'security deposit'. Regardless of any requirement by the condo board on the owner, the security deposit payable by a tenant cannot exceed the amount of the first month's rent.

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

This Canmore Wedding

by Garth Paul Ukrainetz

Three Sisters over Canmore
O beautiful the bridesmaids
At the altar in the valley
Where the River Bow does run

Tall groomsmen of Mount Rundle
Rugged handsome chiseled features
Wearing spruce tree green tuxedos
Faces flushed with rising sun

Proud Nakoda poised in middle
His true love will soon make entrance
Yes, at last they'll be united
Grassi tear wells in his eye

Though the bride is slow in coming
Patient bridal party waiting
Heaven knows this Canmore wedding
Stands majestic to the sky



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ROXBORO COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	1	0	\$0	\$0
December	24	0	0	\$0	\$0
November	24	0	0	\$0	\$0
October	24	0	0	\$0	\$0
September	24	3	3	\$1,950,000	\$1,950,000
August	24	0	0	\$0	\$0
July	24	0	0	\$0	\$0
June	24	2	2	\$1,549,950	\$1,605,000
May	24	1	2	\$1,822,500	\$1,887,500
April	24	0	0	\$0	\$0
March	24	1	0	\$0	\$0
February	24	0	0	\$0	\$0

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

WINDSOR PARK COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	12	3	\$255,000	\$251,000
December	24	3	6	\$392,450	\$393,750
November	24	5	6	\$544,950	\$531,000
October	24	10	13	\$265,000	\$268,800
September	24	11	10	\$257,400	\$256,500
August	24	16	14	\$304,850	\$294,500
July	24	11	4	\$242,450	\$242,000
June	24	9	8	\$265,000	\$260,750
May	24	16	19	\$369,999	\$401,000
April	24	13	8	\$317,450	\$318,500
March	24	10	17	\$249,900	\$254,000
February	24	11	6	\$234,900	\$237,000

To view more detailed information that comprise the above
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Recognizing Eating Disorders

by Alberta Health Services

Eating disorders (ED) are complex mental illnesses that can affect people physically as well. They affect people of all genders, ages, socioeconomic class, abilities, race, and ethnic backgrounds. They can occur because of many factors like genetics, brain chemistry, one's environment, as well as stressful life events. This article will explain some common eating disorders and what to do if you suspect that you or someone you know has one.

Types and Features of Common Eating Disorders

The purpose of outlining some common features is to highlight the importance of proper diagnosis and treatment.

- **Anorexia Nervosa:** People who have anorexia nervosa can weigh less than what is healthy for them. They often think they weigh too much even when they do not weigh enough to stay healthy. People may restrict their intake, engage in excessive exercise, and/or engage in purging behaviours such as vomiting, misuse of laxatives, diuretics, or enemas.

- **Bulimia Nervosa:** This is eating large amounts of food within a specified time, feeling out of control during eating, and compensatory behaviours to prevent weight gain (like vomiting or laxatives). Bulimia can occur for anyone, regardless of what they weigh.

- **Binge Eating Disorder:** Eating large amounts of food, feeling out of control, and can include eating rapidly until uncomfortably full, eating alone, eating when not hungry, and negative feelings after binge eating.

- **Avoidant Restrictive Food Intake Disorder (ARFID):** People with ARFID avoid certain foods due to their sensory characteristics, fear of adverse consequences such as choking or vomiting or general lack of interest in food or eating.

What to Do if You Think Someone Has an ED or if You Think You May Have an ED?

If you think your loved one has an ED, tell them you are worried and let them know you care. It is important to show support. Listen to their feelings and remember the



big picture. Eating disorders happen for many different reasons. Many people who have an eating disorder come from families in which other members have eating disorders or have other conditions such as depression. This doesn't mean that a family member caused the disorder. It simply means that these conditions seem more likely to happen in that family.

If you think you have an ED, speak with a primary care provider immediately and explain why you may suspect this. Early intervention is crucial. The primary care provider may ask you to describe any physical or emotional changes you have noticed or experienced that are concerning you.

You can also reach out to the Recovery Alberta Mental Health Helpline at 1-877-303-2642. Remember you are not alone, and help is available. Full recovery from an eating disorder is possible with proper treatment.

For more information about eating disorders, visit the Eating Disorder Support Network of Alberta at edsna.ca or National Eating Disorder Information Centre at nedic.ca.

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Burns and Scalds

by Alberta Health Services

Each year Emergency Medical Services respond to emergencies involving young children who have sustained severe burns or scalds. These incidents often occur inside the child's own home. Common causes include a child accidentally tipping hot liquids onto themselves, touching hot surfaces such as stoves, or making contact with electrical outlets. Fortunately, incidents such as these can be avoided by taking preventative measures.

Degrees of Burn

- 1°: Affects only the top layers of the skin; appears red like a sun burn; discomfort is generally tolerable.
- 2°: Deeper and much more painful than 1° burns; broken skin or blisters commonly develop.
- 3°: Severe. The deepest layers of skin and tissue are injured; may appear charred or leathery.

First Aid for Burns

- Skin may continue to burn if not cooled. Immediately douse burns with large amounts of cold water.
- Cover the burn with a sterile dressing, or at least clean material to protect infection.
- Over-the-counter medications may be used for pain. Adhere to directions given on the label.
- Seek further medical attention, as required.

Prevention of Burns

- Check the temperature of your hot water tank. Temperatures as high as 60°C / 140°F will scald a child in just seconds.



- Use placemats instead of tablecloths. Tablecloths can be yanked downward causing hot drinks or food to spill on a child.
- Turn pot handles to the back of the stove and ensure cords from kettles, slow cookers, and other electrical appliances cannot be reached.
- Avoid picking up a child while holding any hot liquids.
- Ensure electrical outlets are made secure by installing commercially available safety devices which prohibit access.
- Keep children away from areas where appliances are in use (kettles, irons, hot stoves).

If you require immediate medical attention, call 911.

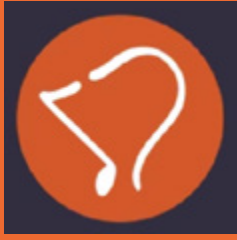
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ELBOYA COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	6	1	\$1,348,000	\$1,205,000
December	24	0	1	\$1,095,000	\$1,065,000
November	24	2	1	\$899,900	\$880,000
October	24	2	2	\$1,394,500	\$1,334,500
September	24	2	0	\$0	\$0
August	24	2	3	\$1,199,999	\$1,205,000
July	24	2	3	\$1,140,000	\$1,030,000
June	24	1	2	\$2,698,500	\$2,675,000
May	24	6	4	\$1,099,900	\$1,162,500
April	24	4	2	\$944,900	\$995,000
March	24	1	1	\$949,900	\$909,750
February	24	0	2	\$2,147,000	\$2,035,000

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

ELBOW PARK COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	4	2	\$1,449,950	\$1,444,950
December	24	0	1	\$1,999,000	\$1,950,000
November	24	1	1	\$999,000	\$963,000
October	24	6	5	\$1,495,000	\$1,523,000
September	24	5	8	\$2,299,950	\$2,317,500
August	24	5	9	\$2,545,000	\$2,425,000
July	24	8	5	\$1,589,000	\$1,525,000
June	24	10	4	\$2,674,000	\$2,597,500
May	24	9	9	\$1,800,000	\$1,915,000
April	24	3	3	\$2,500,000	\$2,415,000
March	24	5	4	\$1,669,400	\$1,747,500
February	24	6	3	\$985,000	\$980,000

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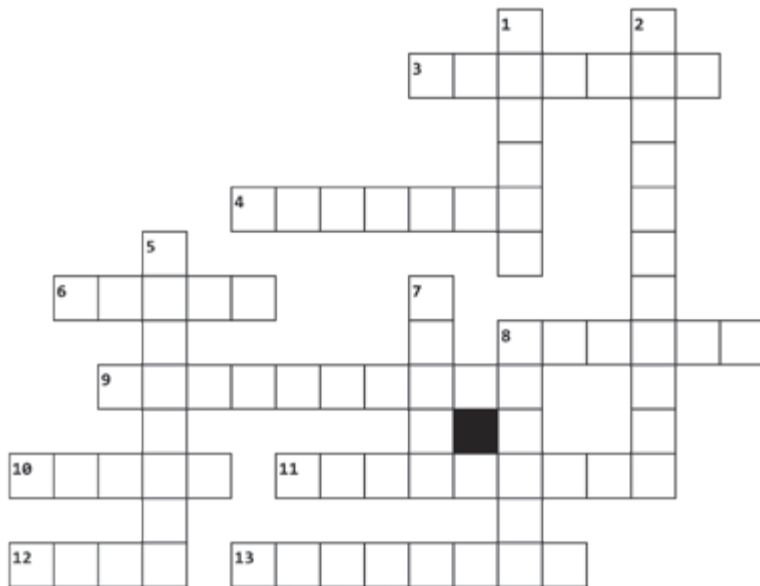
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March Crossword



Across

3. Known as the “Fight of the Century”, on March 8, 1971, Muhammad Ali’s 31-fight winning streak was ended by Joe _____ in Madison Square Garden.

4. Nathan _____ was born on March 27, 1971, in Edmonton, Alberta, and is best known for his role as Captain Malcolm on *Firefly*.

6. Pink _____’s album *The Dark Side of the Moon* was released on March 1, 1973, and stayed on the Billboard Top 200 album charts for 741 weeks!

8. A _____ *Life*, an emotional novel following the lives of four friends and written by Hanya Yanagihara, was first published on March 10, 2015.

9. This pale-blue gemstone is one of March’s birthstones.

10. On March 26, 1953, Dr. Jonas Salk successfully tested a vaccine for this disease that has affected notable individuals such as Frida Kahlo, Franklin D. Roosevelt, Joni Mitchell, and Neil Young in the past.

11. Known for her roles in *Schitt’s Creek*, *Home Alone*, and *Beetlejuice*, _____ O’Hara was born on March 4, 1954, in Toronto, Ontario.

12. The month of March is named after this Roman god of war.

13. This iconic film about a giant ape causing chaos in New York City first premiered on March 2, 1933, at Radio City Music Hall.

Down

1. Daylight _____ Time will start on Sunday, March 9 this year.

2. This national park with geothermal features spanning across Wyoming, Montana, and Idaho became the first national park in the world on March 1, 1872.

5. Daffodils and _____ are the official birth flowers of March.

7. March is officially _____ Heritage Month in Canada and celebrates the history and impact of individuals, past and present, from the country nicknamed the “Emerald Isle”.

8. On March 2, 2024, _____ James made NBA history by becoming the first player to score 40,000 career points.



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MAYFAIR COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	1	1	\$1,550,000	\$1,492,000
December	24	0	2	\$2,149,950	\$2,030,000
November	24	2	0	\$0	\$0
October	24	2	1	\$1,600,000	\$1,580,000
September	24	1	1	\$1,879,000	\$1,879,000
August	24	0	1	\$1,390,000	\$1,340,000
July	24	0	0	\$0	\$0
June	24	0	0	\$0	\$0
May	24	3	1	\$1,345,000	\$1,500,000
April	24	0	0	\$0	\$0
March	24	0	1	\$2,395,000	\$2,300,000
February	24	1	0	\$0	\$0

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

RIDEAU PARK COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	5	2	\$499,950	\$466,250
December	24	1	0	\$0	\$0
November	24	2	0	\$0	\$0
October	24	2	4	\$1,569,500	\$1,475,000
September	24	2	0	\$0	\$0
August	24	5	3	\$525,000	\$535,000
July	24	3	1	\$1,825,000	\$1,710,000
June	24	2	2	\$1,300,000	\$1,316,285
May	24	3	4	\$409,950	\$415,000
April	24	6	3	\$375,000	\$375,000
March	24	6	4	\$594,450	\$603,000
February	24	1	1	\$324,900	\$315,000

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

Breakfast Quesadilla

by Jennifer Puri

Eggs are tasty, filling, and good for your health as a whole; eggs contain a little bit of every nutrient you need. Cheap and easy to prepare, they are an inexpensive source of high-quality lean protein.



Blue, green, brown, or white eggs may have different colours but there is no difference in taste or nutrition between them. An average hen lays 300 to 325 eggs per year. The colour of the yolk depends on the hen's diet and age, and typically as hens age, their eggs become larger.

An extremely versatile ingredient, eggs are not just for eating but are used to make beauty products such as face masks, compost, and garden fertilizer. In many cultures, the egg is a symbol of new life, fertility, and rebirth.

Eggs are also a breakfast/brunch mainstay, and scrambled, poached, baked, or fried are some of the ways to consume eggs. Quick and simple to cook, eggs can also be used in burritos or quesadillas as shown in the recipe for breakfast quesadillas below.

Prep Time: 20 minutes

Cook Time: 20 minutes

Servings: 2

Ingredients:

- 2 large tortillas
- 1 ½ tsp. olive oil
- 1 chorizo sausage, cooked and casing removed
- 3 eggs lightly beaten
- ¼ tsp. salt
- 1 tbsp. butter
- 1 cup shredded Mexican cheese
- 2 cups kale washed, stemmed, and coarsely chopped
- 1 cup sliced button mushrooms
- ¼ cup chopped green onion
- ½ cup chopped red bell pepper
- ½ jalapeno, seeds removed and chopped (optional)
- Cooking spray

Directions:

- Heat olive oil in a pan or nonstick skillet on medium heat. Add onions and sauté for about two minutes. Next add red peppers and mushrooms and sauté for another two minutes and then add kale, jalapeno pepper, and chorizo sausage. Cook until veggies are tender and then remove from heat and keep warm.
- In a skillet, melt butter on medium heat and pour in the egg mixture with a ¼ tsp. of salt. Cook eggs while stirring until they start to firm up then scramble until they are cooked through and remove from heat.
- Coat a large skillet or fry pan with cooking spray and heat on medium heat. Place a tortilla in the pan and sprinkle a ¼ cup of cheese on one half of the tortilla followed by half the veggie mixture and half the scrambled egg. Top with a ¼ cup of cheese and fold tortilla in half over filling. Cook for a few minutes until tortilla is golden brown, turning once.
- Transfer quesadilla to a cutting board and repeat the process with the second tortilla.
- Slice each quesadilla into two or three slices and serve with your favourite hot salsa, guacamole, or sour cream.

Bon Appétit!



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The Art of Finding Work: Hiring Is a Process of Elimination

by Nick Kossovan

Job seekers owe it to themselves to understand and accept; fundamentally, hiring is a process of elimination. Regardless of how many applications an employer receives, the ratio revolves around several applicants versus one job opening, necessitating elimination.

Essentially, job gatekeepers (recruiters, HR, and hiring managers) are paid to find reasons and faults to reject candidates to find the candidate most suitable for the job and the company.

Nowadays, employers are inundated with applications, which forces them to double down on reasons to eliminate. It's no surprise that many job seekers believe that "isms" contribute to their failure to get interviews, let alone get hired. Employers have a large pool of highly qualified candidates to select from. Job seekers attempt to absolve themselves of the consequences of actions and inactions by blaming employers, the government, or the economy rather than trying to increase their chances of getting hired by not giving employers reasons to eliminate them because of:

Typos, Grammatical Errors, Poor Writing Skills

"Communication, the human connection, is the key to personal and career success." - Paul J. Meyer.

The most vital skill you can offer an employer is above-average communication skills. Your resume, LinkedIn profile, cover letters, and social media posts should be well-written and error-free.

Failure to Communicate the Results You Achieved for Your Previous Employers

If you can't quantify (e.g. \$2.5 million in sales, \$300,000 in savings, lowered average delivery time by six hours, answered 45 to 75 calls daily with an average handle time of three and a half minutes), then it's your opinion. Employers care more about your results than your opinion.

An Incomplete LinkedIn Profile

Before scheduling an interview, the employer will review your LinkedIn profile to determine if you're

interview-worthy. I eliminate any candidate who doesn't have a complete LinkedIn profile, including a profile picture, banner, start and end dates, or just a surname initial; anything that suggests the candidate is hiding something.

Having a Digital Footprint That's a Turnoff

If an employer is considering your candidacy, you'll be Googled. If you're not getting interviews, before you assert the unfounded, overused excuse, "The hiring system is broken!" look at your digital footprint. Employers are reading your comments, viewing your pictures, etc. Ask yourself, is your digital behaviour acceptable to employers, or can it be a distraction from their brand image and reputation? On the other hand, not having a robust digital footprint is also a red flag, particularly among Gen Y and Gen Z hiring managers. Not participating on LinkedIn, social media platforms, or having a blog or website can hurt your job search.

Not Appearing Confident When Interviewing

Confidence = fewer annoying questions and a can-do attitude.

It's important for employers to feel that their new hire is confident in their abilities. Managing an employee who lacks initiative, is unwilling to try new things, or needs constant reassurance is frustrating.

Job searching is a competition; you're always up against someone younger, hungrier, and more skilled than you.

Besides being a process of elimination, hiring is also about mitigating risk. Therefore, being seen as "a risk" is the most common reason candidates are eliminated, with the list of "too risky" being lengthy, from age (will be hard to manage, won't be around long) to lengthy employment gaps (raises concerns about your abilities and ambition) to inappropriate social media postings (lack of judgement).

Envision you're a hiring manager hiring for an inside sales manager role. In the absence of "all things being equal," who's the least risky candidate, the one who:

- Offers empirical evidence of their sales results for previous employers, or the candidate who "talks a good talk"?
- Is energetic, or the candidate who's subdued?

- Asks pointed questions indicating they're concerned about what they can offer the employer or the candidate who seems only concerned about what the employer can offer them.
- Posts on social media platforms, political opinions, or the candidate who doesn't share their political views?
- On LinkedIn and other platforms, criticizes how employers hire or the candidate who offers constructive suggestions?
- Has lengthy employment gaps, short job tenure, or a steadily employed candidate?
- Lives ten minutes from the office or 45 minutes away?
- Has a resume/LinkedIn profile that shows a relevant linear career or the candidate with a non-linear career?
- Dressed professionally for the interview, or the candidate who dressed "casually"?

An experienced hiring manager will lean towards candidates they feel pose the least risk. Hence, presenting yourself as a low-risk candidate is crucial to job search success. It is worth noting, the employer determines their level of risk tolerance, not the job seeker, who doesn't own the business—no skin in the game—and has no insight into the challenges the employer has experienced due to bad hires and are trying to avoid similar mistakes.

"Taking a chance" on a candidate isn't in an employer's best interest. What's in an employer's best interest is to hire candidates who can hit the ground running, fit in culturally, and are easy to manage. You can reduce the odds (no guarantee) of being eliminated by demonstrating you're such a candidate.



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		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	0	0	\$0	\$0
December	24	0	1	\$5,100,000	\$4,875,000
November	24	0	0	\$0	\$0
October	24	0	1	\$3,100,000	\$2,550,000
September	24	1	0	\$0	\$0
August	24	0	0	\$0	\$0
July	24	1	0	\$0	\$0
June	24	0	0	\$0	\$0
May	24	0	0	\$0	\$0
April	24	0	0	\$0	\$0
March	24	0	1	\$2,200,000	\$2,150,000
February	24	2	1	\$1,800,000	\$1,990,000

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

BRITANNIA COMMUNITY REAL ESTATE ACTIVITY

		Properties		Median Price	
		Listed	Sold	Listed	Sold
January	25	4	1	\$2,495,000	\$2,470,000
December	24	0	1	\$1,750,000	\$1,700,000
November	24	2	0	\$0	\$0
October	24	3	1	\$1,700,000	\$1,860,000
September	24	0	0	\$0	\$0
August	24	1	0	\$0	\$0
July	24	1	0	\$0	\$0
June	24	1	1	\$4,899,000	\$4,800,000
May	24	3	3	\$2,375,000	\$2,300,000
April	24	1	3	\$1,400,000	\$1,400,000
March	24	4	2	\$2,882,500	\$2,862,500
February	24	0	1	\$2,700,000	\$2,550,000

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

Preventing Cervical Cancer

by Alberta Health Services

Alberta Health Services (AHS) recommends cervical cancer screening once every three years, or as your healthcare provider recommends, for women and people with a cervix between the ages of 25 and 69 who are or have been sexually active.

A Pap test checks for abnormal cells in your cervix, which can lead to cervical cancer. Pap tests can also check if you already have cervical cancer. The earlier cancer is found, the easier it is to treat. Regular Pap tests and follow-up care can prevent about 90 percent of cervical cancer cases.

It's important to have regular Pap tests, even if:

- You feel healthy and have no symptoms of cervical cancer.
- You've only had one sexual partner.
- You've had the human papillomavirus (HPV) vaccine.
- You've been through menopause.
- You're no longer sexually active.
- You're a lesbian, bisexual, or queer woman.

Human Papillomavirus (HPV) Immunization

HPV is a virus. It is the most common sexually transmitted infection and can cause genital warts and certain cancers. An HPV infection will often go away on its own. However, some people get a long-term infection. This can lead to cancer of the vagina, vulva, cervix, penis, anus, mouth, or throat. HPV causes almost all cervical cancers.

You can prevent cervical cancer by getting immunized with the HPV-9 vaccine. The HPV-9 vaccine protects against nine strains (types) of HPV. Some of these strains may cause up to 92% of cervical cancers.

Grade six students can get the HPV-9 vaccine as part of the school immunization program. Students can only be immunized in school with a parent or caregiver's permission (consent).

If you did not get the HPV-9 vaccine in Grade six, you can still get it for free up to and including age 26 years. Talk to your doctor to find out if it is a good idea for you. If you are unsure about getting the HPV vaccine for yourself or your child, try the HPV Vaccine Decision Tool.



Other Ways to Reduce Your Risk

Regular cervical cancer screening and vaccination help lower the chances of getting cervical cancer and finding it early. You can also reduce your risk by:

- Quitting commercial tobacco and avoiding second-hand smoke. Talk to your healthcare provider or visit [AlbertaQuits.ca](https://albertaquits.ca) for information and support to help you quit when you are ready.
- Practice safer sex. Use a barrier method of protection such as a condom, internal condom, or dental dam.

Get Screened and Raise Awareness

Contact your healthcare provider's office or a women's health clinic to book a Pap test. If you do not have a healthcare provider:

- Visit <https://albertafindadoctor.ca/>.
- Use the screeningforlife.ca locator tool and select "cervical" as the type of test to find screening options near you.
- Call Health Link at 8-1-1.

Learn more about cervical cancer at <https://screeningforlife.ca/cervical/>.



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Earth Hour 2025

by The City of Calgary

Calgary Unplugged is an annual family-friendly Earth Hour event. Join us for music, entertainment, and learn about environmental actions you can take in your community. Bring along some personal LED lighting and dance to the DJ when the lights go down for the Earth Hour party!

- Location: Central Library (800 3 Street SE)
- Date: Saturday, March 22
- Time: 7:00 to 9:30 pm

You can still participate in Earth Hour if you can't make it to the event! Reduce your impact by turning off nonessential lights, "unplug" from electronics at 8:30 pm, and take this time to reconnect with people, play games, or enjoy hobbies.

Share your participation in Earth Hour on social media with #EarthHour and #EarthHourYYC.

Calgary Unplugged is hosted by The Arusha Centre, with support from The City of Calgary and community agencies.





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Find Your Next Job at the Youth Hiring Fair – March 27

by The City of Calgary

Mark your calendars! The Youth Employment Centre (YEC) is excited to announce the return of the Youth Hiring Fair on Thursday, March 27 at the Big Four Building from 1:30 to 6:00 pm. If you're between the ages of 15 and 24, this event is your opportunity to meet with 80 employers ready to hire for part-time, full-time, permanent, or seasonal positions.

Whether you're starting your job search or advancing your career, the Youth Hiring Fair is the place to be. You'll have the chance to connect directly with employers from various industries offering diverse opportunities for all skill levels.

Before the event, be sure to visit the Youth Employment Centre at 315 – 10 Ave SE to receive free assistance with resume building and interview preparation. Our expert employment counsellors are available to help you build confidence and ensure you're ready to make a strong impression on potential employers.

Don't miss out on this fantastic opportunity to secure your next job. Visit calgary.ca/yechiring for more details!



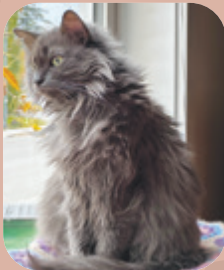
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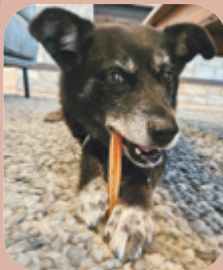
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Tax season is here and below are some changes that will affect business taxes in 2025.

Transitioning to online mail for most business correspondence

Beginning in spring 2025, the Canada Revenue Agency (CRA) will make online mail the default for most business correspondence, delivering notices, and updates.

Changes for short-term rentals

New legislative changes require short-term rentals to be compliant with the short-term rental laws in the municipality/province in which they are located in order to claim deductions. Short-term rental hosts were required to comply with these applicable provincial and municipal registration, permit, license, and operating requirements by December 31, 2024.

The CRA is administering proposed capital gains inclusion rate legislation

On January 31, 2025, the Minister of Finance announced that the federal government is deferring—from June 25, 2024 to January 1, 2026—the date on which the capital gains inclusion rate would increase from one-half to two-thirds on capital gains realized annually above \$250,000 by individuals and on all capital gains realized by corporations and most types of trusts. The capital gains inclusion rate represents the portion of capital gains that is taxable.

For more information and other changes, visit www.canada.ca/en/revenue-agency.



MLA Calgary-Elbow
Samir Kayande
 205 – 5005 Elbow Drive SW T2S 2T6
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 ✉ calgary.elbow@assembly.ab.ca

I'm writing this at the end of January, ahead of press deadlines, without knowing the full impact of recent political changes in Ottawa and Washington. Even today, January 31, I've seen four separate tariff proposals from Trump. I don't know if the past weeks have brought harsh tariffs slowing our economy, more uncertainty, or no tariffs at all.

This uncertainty makes now a good time to talk about investment stability. Competent governments should minimize unnecessary change while improving people's lives. Unfortunately, Alberta's government is doing the opposite—banning renewable investment, firing two Alberta Health Services boards in months, dismantling Alberta Health Services, overhauling the Heritage Fund's management, and rerouting the Green Line last-minute.

This uncertainty has real costs—both tangible, like the unknown millions for the Green Line re-route, and intangible, like increased risk. When governments tear up contracts, businesses charge more to hedge against losses.

At a time when our biggest trading partner, the U.S., is creating its own chaos, Alberta's government is adding to the instability.

Through this turbulence, I'm grateful for your trust and am committed to serving you. Please reach out to my office to discuss this or any other issues.


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Discover Eau Claire Athletic Club, where wellness, fitness and community come together. Individual, Family & Corporate memberships available - **Spaces are limited!** Book a tour & join our email list to learn more.

**OPENING
SOON**



www.ecathleticclub.ca | info@ecathleticclub.ca | 101 3 St SW





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