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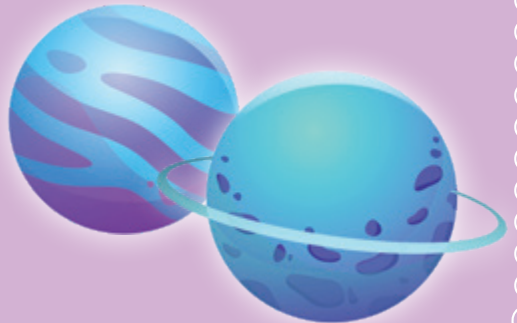


📍 Conveniently located in Aspen Landing

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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.



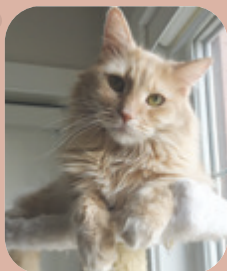
Cats, Canines, & Critters of Calgary



Buck, *Montgomery*



Dry Bones, *McKenzie Lake*



Harper Lee, *Beddington*



Hemi, *Shawnessy*



Jasper, *Mahogany*



Josie, *Springbank Hill*



Leo, *Panorama Hills*



Percy, *Evanston*

To have your pet featured, email news@mycalgary.com

Rosscarrock Community Association



4411 10 Ave SW, Calgary, AB T3C 0L9

403-242-0212 or info@rosscarrock.org

Visit us at rosscarrock.org or [facebook.com/RosscarrockCommunityAssociation](https://www.facebook.com/RosscarrockCommunityAssociation)

RosscarrockCommunityAssociation

BOARD OF DIRECTORS and COMMUNITY CONTACTS

President	Lori	
Vice-President	Scott	
Treasurer	Gennaro	
Secretary	Vacant	
Events	Vacant	
Planning	Milad	
Communications	Vacant	
Facilities	Vacant	
Director-at-Large	Susan	
Director-at-Large	Gary	
Hall Manager	Terry	info@rosscarrock.org
Community Social Worker	Kellie Nixon	kellie.nixon@calgary.ca

Board Meetings

Board meetings are held on the last Tuesday of each month.

Memberships

Support your neighbourhood by joining our community association. Membership fees (\$10 to \$20) help pay for events, programs, and maintenance of the community hall.

Discover the benefits of a membership and sign up today at rosscarrock.org/membership.

ROSSCARROCK SKILL SHARE OPPORTUNITY



Are you an artist? Do you love to paint? We are looking for a resident in RossCarrock who has a background in painting and would be willing to teach their skills to residents in RossCarrock. The art created would be placed in our community hall.

If this is something you are interested in, please reach out to our community social worker, Kellie Nixon, at Kellie.Nixon@calgary.ca.



YOUR CITY OF CALGARY

Fire Prevention Week: Are Your Smoke Alarms Ready to Save Lives?

by the City of Calgary

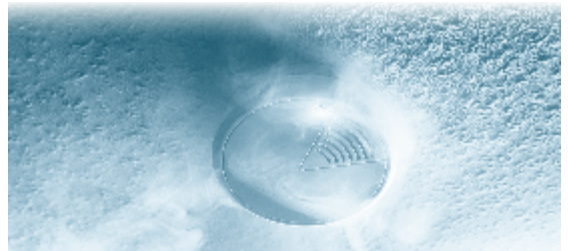
Fire Prevention Week is here and this year, the Calgary Fire Department (CFD) is focusing on one of the most vital tools in home fire safety: working smoke alarms. The CFD is urging everyone to make sure their smoke alarms are up to the task of protecting their homes and loved ones.

Smoke alarms are more than just devices; they're lifesavers. Statistics show that the risk of dying in a home fire is reduced by over 50 percent when working smoke alarms are present. Despite this, many tragic home fire deaths occur in residences without smoke alarms or with alarms that aren't functioning. That's why this year's Fire Prevention Week theme is 'Smoke Alarms: Make Them Work for You!'

Here's what you can do right now to ensure your smoke alarms are ready:

- Install smoke alarms in every bedroom, outside each sleeping area, and on every level of your home, including the basement.
- Make sure your smoke alarms meet the needs of everyone in your household, including those with sensory or physical disabilities.
- Test your smoke alarms at least once a month by pressing the test button.
- If your smoke alarms are ten years old or don't respond when tested, it's time to replace them.

This Fire Prevention Week, take a few minutes to check your smoke alarms. A small effort today can save lives tomorrow.



RCA Corner Notes

For more updates, make sure to select your email preferences in your membership account to receive the monthly RossCarrock e-newsletter.

We've Partnered with SkipTheDepot!

What is SkipTheDepot? A door-to-door bottle collection service that makes refundable recycling and fundraising easier than 1,2,3.

1. Download the app and book a pickup using <https://app.skipthedepot.com/rosscarrock>
2. Place your bags outside
3. Receive a refund or donate to us!

SkipTheDepot will allow everyone to donate directly to our organization with ease. Spread the word by sharing our SkipTheDepot posts on social media!

RossCarrock Community Fridge

The community fridge and pantry are always in need of more donations. Learn how to get involved by visiting rosscarrock.org.

COMMUNITY KITCHEN

GOOD FOOD BOX

ROSSCARROCK DEPOT

CONTACT LAURETTA @ 587-224-4340

EMAIL rosscarrockgfbdepot@gmail.com

*****NOTE Please Do not Contact the Church.**

They are only volunteering their space for pick up, if you have any questions about the good food box or ordering please email me or call me

Small Box \$30.00 Medium Box \$35.00 Large Box \$40.00

ORDER OPENING DATE	ORDER CLOSING DATE AT NOON (No Exceptions)	PICK UP DATE
Oct 25 th 2024	Oct 29 th 2024	Nov 6 th 2024
Nov 22 nd 2024	Nov 26 th 2024	Dec 4 th 2024

ORDER PROCESS:

Please email your First and Last Name along with phone number

And the number of adults, children or seniors in your household to
rosscarrockgfbdepot@gmail.com

And the size of the box you wish to order. This must be done each time you place an order. Then send etransfer to rosscarrockgfbdepot@gmail.com

*****No Orders will be accepted Past Noon On Order Closing Day*****

Pick up is at **Rosscarrock Community Church** 1140-40st SW at **6:00pm to 7:00pm** ONLY on the pickup date.

****Note There is no holding of boxes as there is no storage. All boxes MUST be picked up by 7:00pm or they will be donated to someone in need**

It is your responsibility to pick up your box or make arrangements accordingly.

A Canadian Gem

October 23, 1976, is the birthday of one of Canada's biggest gems in the movie industry. He was born in the lovely city of Vancouver, British Columbia before moving to LA in the late 90s. A charismatic, goofy, fun-loving guy, Mr. Ryan Reynolds turns 48 this year! Looking good, Ryan!

The Art of Finding Work: What Determines Your Worth to an Employer? The Job Market or You?

by Nick Kossov



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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News, Events, & More



Crime Statistics



Real Estate Statistics



The Thrive Five

by Alberta Health Services



Everybody has mental health; and the way we support it will look different for everyone. For example: engaging in culture, being in nature, and spiritual and gratitude practices. The most important thing is you find something you value.

Thrive Five are factors that are evidence-based that can help foster and maintain a healthy mind. These include exercise, sleep, healthy nutrition, supportive relationships, and helping others.

Here are the Thrive Five and tips to embrace these factors:

Sleep Soundly

We need between seven to nine hours of “restful” sleep a day. To help reach this amount, turn off screens before bed, wake up and go to bed at the same time, and consider taking a short nap as needed as long as it does not interfere with your nightly ZZZs. Establish a routine that works for you!

Eat Well

You must nourish to flourish! Fuel your body in a balanced way that feels right. A balanced diet can fuel your body and reduce symptoms associated with poor

mental health. Have a plan to incorporate nutritious, wholesome foods alongside those you genuinely enjoy. It is all about balance!

Move More

Adding movement of at least 30 minutes a day can help manage stress and boost mood. Take a walk around your neighbourhood, join a community exercise class, or explore with a hike. Remember, the movement you seek should not be something you force, but something you enjoy!

Give Back

People who are kind, generous, and compassionate see clear benefits to their well-being and happiness. Lend a helping hand by running errands or shoveling the driveway of a neighbour, or volunteering with a local organization. Give back in a meaningful way that resonates with you.

Say Hi

Say hi, smile, and connect with others to foster your social relationships. Spending time with those in your community can provide a sense of belonging and natural support. Connect with those that lift you up and bring positive energy to your day!

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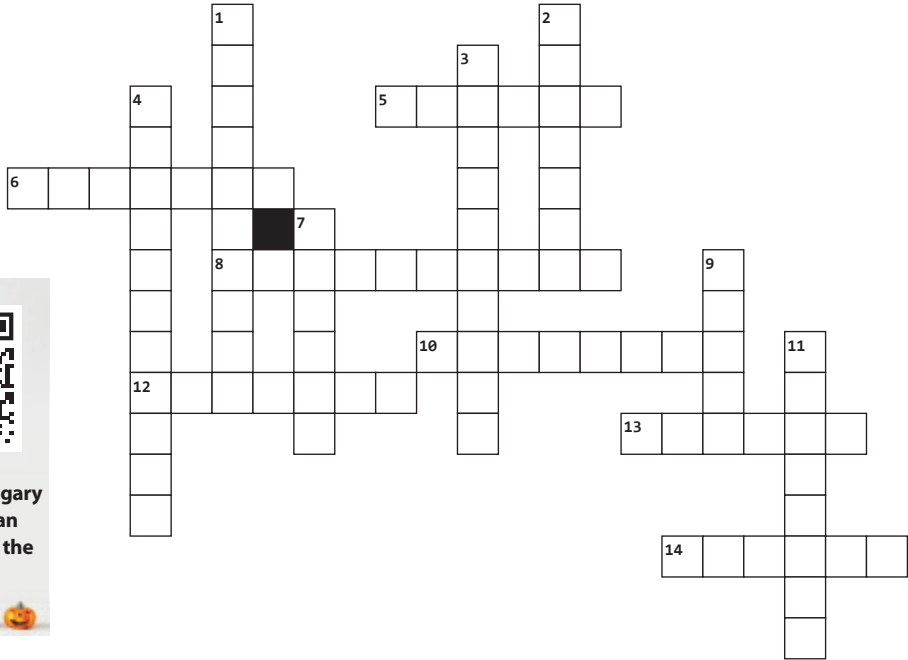
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Scary, Spooky, Skeletons

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.

October Crossword




Visit bit.ly/mycalgary answers 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.



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 Calgary, T3C 0J7
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 ✉️ calgary.currie@assembly.ab.ca

With Thanksgiving right around the corner, I put some thought into what I'm thankful for in 2024.

I'm thankful for this year's bountiful harvest brought in by Alberta's farmers. It was looking bleak at the beginning of the season as a multi-year drought persisted. But rain did eventually fall, giving farmers some much-needed relief. Support our food producers and buy local when you can!

I'm thankful for the first responders for putting their lives on the line every day, especially those who have spent a long season fighting wildfires across Alberta. It's a taxing and dangerous job that asks so much of workers and their families. Thank you for your service and sacrifice.

I'm thankful for healthcare workers who put up with a lot of grief and uncertainty that started with the pandemic and seems to have only worsened since. I'm thankful for their persistence in providing world-class care despite the challenges.

I'm thankful for teachers! As parents, we trust that each day we send our kids off to school, they will learn all that they need to be successful, secure, and happy in the classroom and beyond. This is no easy feat! We've started a fun tradition of visiting the 30 schools in Calgary-Currie with a little treat to welcome the staff back. It is certainly well-earned.

Thank you to the businesses that dot the riding, thank you for your wares, your service, and your delicious food. It's no secret that supporting small and local businesses is a favourite pastime of mine. You are the key to a resilient economy and workforce.

Lastly, I'm thankful for the honour of being your elected representative. I'm proud to be entrusted with your stories, your challenges, and your successes, and I'll continue to serve each and every resident of Calgary-Currie with integrity, honesty, and an open-mind.

BRAIN GAMES **SUDOKU**

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

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