

NCH'KAÝ QUARTERLY UPDATE

TO THE SQUAMISH PEOPLE | SUMMER 2024

Our second Annual Report is now available!

Read all about what 2023 had in store for us, from the rising towers at Señákw to the ways we're strengthening community connections and laying the foundation for future growth.

Highlights:

- ✓ \$1.6M return on equity to the Squamish Nation
- ✓ 60 Squamish People employed, including 9 at Head Office
- ✓ 30 Squamish-owned businesses on Nch'ú7mut Endorsed Business Registry



Find it on nchkay.com under the "Updates" tab, or scan the QR code



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Nch'kaý Development Corporation was established in 2018 as the economic development arm of the Squamish Nation—the Skwxwú7mesh Úxwumíxw. Nch'kaý's mission is to pursue successful business opportunities that contribute to the long-term wealth and prosperity of the Skwxwú7mesh Úxwumíxw and Skwxwú7mesh People.





SEÑÁKW PROJECT UPDATE

Construction Update

PHASE ONE CONSTRUCTION

Phase One construction has soared at Señákw since our last Quarterly Update. The Tower 3 structure has reached its 17th level, Tower 2 has reached its 10th, and Tower 1 is nearing its sixth. Curtain wall installation is progressing on all three towers, with the beautiful façade now visible from the Burrard Street Bridge. We have also received our full building permit for all three towers and the underground parkade. Steel stud framing and electric installation, as well as other interior finishes, have now begun on Tower 3.

Creative Energy finished its tie-in to Metro Vancouver's sewer main in June, which enables the heat extraction process to power Señákw's heating and cooling. Creative Energy is now continuing work on the district energy plant on-site at Señákw in Phase One. The City of Vancouver has also begun upgrading the Kits Point watermain and cycling infrastructure along Chestnut Street to accommodate the additional demand that will come from the development. Once this work is completed, regular gate access for construction workers will resume.

Our crews are also nearing completion of an additional construction access road to and from the Señákw site on Creekside Drive. We aim to have this additional gate ready for use later this summer.

PHASE TWO CONSTRUCTION

Excavation for Phase Two has reached the bottom of the pit for Tower 7. Our crews have further completed the shoring wall on the Phase Two and Phase Three boundary.

Elders Tour Señákw

Squamish Elders toured the Señákw site on June 1 to learn about the ins and outs of the project, provide feedback, and observe the progress made to-date. Here's what they had to say about the work underway:

"I never thought I would see this. We talked about it and it's happening now. I cried because I had family living there that got shipped out. It's important for our People to tell these stories. That's what has to be on those buildings."

– Elder Sla'wiya (Andrea Jacobs)

"It's a long time coming for our People. Land is very valuable to us as Squamish People and whatever we can place on our lands that really benefits the People goes far for our future generations. It's going to be exciting to see the finished product."

– Elder Lax-a-mout (Tom Harry Sr.)





Meet Seḥákw’s Cultural Advisory Panel

Celebrating and honouring the Skwxwú7mesh cultural identity is at the heart of the Seḥákw development. The Cultural Advisory Panel defines the values, structure, and desired outcomes for the infusion of this identity into the village at Seḥákw. The panel oversees all matters concerning cultural design, ensuring the integration of cultural sensitivity, diversity, and inclusivity into all aspects of the project, from the interior of the buildings to the landscaping, and more. The panel also ensures the public art selection process is fair and transparent.

In June, three new Squamish People were appointed to the Panel. Learn more about them below.



Gary Johnston is Skwxwú7mesh from the village of EsIha7áh. He is a long-time educator with a focus on First Nations history and culture, and currently delivers Indigenous awareness training with various corporations and educational institutions. He covers topics including truth and reconciliation, the Indian Act, residential schools, linguistic diversity, and cultural revitalization.

Gary holds a Master of Arts in Leadership from Royal Roads University and a Bachelor of Arts from Capilano University. His great-grandparents were forcibly removed from Seḥákw.

“I’ve been doing a lot of work around the province, and I thought it’s time to come home and do a little bit of work with my Nation.”



Sxwchálten Kevin Rivers is Skwxwú7mesh from EsIha7áh and an Indian Day School survivor. He sits on multiple committees of the Squamish Nation and serves as a community liaison for its Yúusnewas project, which researches and documents the residential school experiences of the Squamish People.

Kevin currently owns a catering business. He also has more than 30 years of experience working in archeology for the Squamish Nation and participated in the archaeological study of the Seḥákw site.

“The history of Seḥákw has really caught my eye—this transformation over the years. We’ve got 11 towers coming and it shows how the Squamish Nation has evolved in the last 100 years. I look forward to contributing to the future of our children.”



Cory Douglas is a Skwxwú7mesh artist with Haida and Tsimshian ancestry. He has more than 25 years of experience in art and architectural design, weaving Coastal Salish art, culture, and history into development through a decolonized lens. Major clients of his company include a variety of First Nations communities, Vancouver Community College, PCI and Low Tide, Cadillac Fairview, and various provincial and municipal governments project initiatives.

Who else is on the Cultural Advisory Panel?

Members of the Cultural Advisory Panel commit to a one-year term of service. In July, Jacob Lewis III was elected as the panel's Chair and Gary Johnston was elected as Vice-Chair. Additional opportunities to serve on the panel will be advertised in 2025.

- Jacob Lewis III, Xayil - Manager, Seḥákw Operations, Squamish Nation (Chair)
- Jessica Walker, Mestl'áxwts - Planner, Squamish Nation
- Jessea Baring - Project Lead, Seḥákw Operations, Squamish Nation
- Peter Yelton, Sit'axel - Senior Protocol Officer, Squamish Nation
- Lacey Baker, Kawaiokalehuaonalanisega - Cultural Team Leader, Squamish Nation
- Sarah Silva - Vice President, Real Estate & Development, Nch'kay
- Trevor Casey - Manager, Real Estate & Development, Nch'kay
- Elizabeth Ross, Leslhá7lhamaat - Sr. Indigenous Relations Manager, City of Vancouver
- Imu Chan - Seḥákw Public Art Consultant

Want to learn more?

Watch for Panel updates at:
senakw.com/art-integration

Scan the QR code to view the complete Squamish Art Integration Plan for Seḥákw.



Scan the QR code to view the complete Terms of Reference for the Seḥákw Cultural Advisory Panel





Interested in Working or Contracting at Señákw?

Nch'káy chairs the Señákw Procurement Committee, which reviews all tender submissions for construction work on Señákw, as well as the Señákw Employment and Training Committee, which ensures Squamish participation and opportunities throughout the project.

Be sure to check the Careers page on the Señákw website for the latest openings and mentorship opportunities. As new trades arrive on-site in the next six to 12 months, new positions will be posted.

All of the subtrades working on Señákw are subject to an Indigenous Participation Plan (IPP), which imposes requirements on project partners to employ Squamish People first and foremost, as well as Musqueam, Tsleil-Waututh, and other Indigenous Peoples. This policy is also enforced on all subcontractors who bid on the project.

If you own a business and wish to be contacted when procurement opportunities become available at Señákw, please ensure you are registered with the Nch'ú7mut Endorsed Business Registry (NEBR) or listed on the Squamish Nation Community Business Directory. *(Note: The NEBR requires a formal application and review process whereas any business owned by a Squamish Person can be listed without obligation on the Community Business Directory hosted on the Nch'káy website.)*

Please visit the Nch'káy website or email jody_antone@nchkay.com if you have questions or require assistance regarding procurement opportunities.

Employment & Training

Priority Workforce Update at Señákw

The latest Señákw data shows that out of roughly 300 workers on-site daily, 137 of them are Priority Workforce workers (37 Squamish People and 100 other Indigenous Peoples)—approximately 45% of the total workers on-site each day!

In June, there were 14 new Priority Workforce member hires, one of whom is Squamish.

Note: Priority Workforce on the Señákw project is defined as Squamish People, then Musqueam and Tsleil-Waututh Peoples, then other Indigenous Peoples.

Housing for Squamish People at Señákw

A total of 250 affordable units have been set aside for Squamish People wanting to live at Señákw. Phase One towers have staggered completion dates between November 2025 and July 2026, and Phase Two is anticipated to be completed in early 2028.

Units for Squamish People will be managed by the Nation's non-profit housing society, Hiýárh Housing. The application process, also managed by Hiýárh, will open roughly six months before buildings are complete.

Please reach out to info@hiyamhousing.com if you have any questions in the meantime.

Nation Housing in Phases 1 & 2	Phase 1 SN Units	Phase 2 SN Units	Phases 1 & 2 Combined
Studio	5	TBD by Hiýárh	5+
1 Bedroom	16	"	16+
2 Bedroom	24	"	24+
3 Bedroom	18	"	18+
Total	63 units	65 units	128 units

Employment Support through the Stitsma Career Centre

There are many career opportunities at Seḥákw and elsewhere, but some Indigenous people may face barriers in taking advantage of these opportunities. The Stitsma Career Centre offers employment and training services to assist Indigenous clients who are Status, Non-Status, Métis or Inuit, helping them upgrade their skills, secure credentials, and eventually gain employment.

Squamish People who want support for employment at Seḥákw should email the Stitsma Career Centre at stitsma_career@squamish.net. You can also call its North Vancouver office at 604-985-7711 or the Squamish Valley office at 604-848-4202.

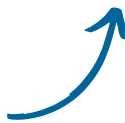
Squamish People interested in long-term training to be able to obtain employment on the project should contact the Training and Trades Centre (TTC) at 604-980-7946 or email tradescentre@squamish.net. Anyone interested in long-term training that is not provided at the TTC can also apply to the Nation's post-secondary program for support. Call 604-982-7600 or email post-sec@squamish.net.

VISIT THE ONLINE JOB BANK!

Looking for a new job? Stitsma has introduced an online job bank with weekly updates on new job openings *available to Squamish People*.



New posts on a variety of roles are up almost daily. Visit often to ensure you don't miss out on the perfect opportunity for you!



Seḥákw Mentorship Program

The Seḥákw Mentorship Program is designed to provide Squamish People and Priority Workforce members access to learning opportunities and potential future career opportunities through exclusive, behind-the-scenes looks at the various types of jobs linked to the project, which include a lot more than just real estate development!

Candidates are matched with participating consultants on the project, and the duration of placement can vary from one-week shadowing periods to six-month co-op placements.



Interested in learning more? Visit the Seḥákw Mentorship Program webpage at <https://senakw.com/mentorship-program>.



Celebrating Success from the Seḥákw Mentorship Program



Tiana is a master's student in the University of British Columbia's School of Community and Regional Planning.

It can be difficult to know where to begin when kickstarting your career. For the Squamish Nation's Tiana Lewis, the Seḥákw Mentorship Program provided valuable exposure to the world of development, one-on-one career guidance, and more.

To the right, she answers a few questions about her two-week Development Mentorship in November 2023.



What made you sign up for Seḥákw's Mentorship Program?

"I really wanted to learn more about the project. It has such a long history. When I was a kid, driving over the Burrard Street Bridge, my Grandpa would point out, 'That was our reserve.' So I knew about it for a long time. I was there when it was returned to us and seeing it developed into homes—it's just exciting."

What did your mentorship experience entail?

"I went into it expecting it would be specifically about development and Seḥákw, but I learned it was a lot of different things. I met Nch'káy's different departments and learned about its Operating Businesses. I learned why there's a development corporation and how Nch'káy is different from the Nation. I also got the chance to meet the Nation's capital projects team and learn about what they do to plan for the Nation and create housing strategies. Finally, I got to do a Seḥákw site visit and see samples of the glass, the rebar, the elevator shafts, and everything. It was pretty cool!"

Did the program contribute to your professional development?

"Absolutely, it was super relevant. Meeting the planning team at Nch'káy—especially Trevor Casey—it was really good to see another Indigenous developer and understand his career path. He has so much industry knowledge, so he was able to answer a lot of the questions that I had. What also really helped me was the exposure to what the development industry is like, compared to a municipal government, and to how fast-paced it is. It definitely cemented the idea that I could go into development planning, and I am in development planning now, working with a not-for-profit."

Would you recommend the Mentorship Program to other young Squamish People?

"Yes. Honestly, it was really inspiring. I just think the exposure is something that's important. I think it's hard to know what you want to do when you're young, so seeing what different industries are like and having the opportunity to spend two weeks with a very important developer in the city—nothing can beat that."



HEALTH, ENVIRONMENT & SAFETY

Climate Smart Certification

In June, Nch'kay became a 'Climate Smart Certified' business, having successfully completed the award-winning greenhouse gas emissions reductions training program through BMO Radicle Inc.

Our first step in our sustainability journey is measuring our baseline greenhouse (GHG) inventory for 2022. Capturing this data means we can measure our carbon footprint, work towards reducing our climate-polluting emissions, make informed decisions to invest in efficiencies, and develop capacity to lead the emissions reduction charge from within in a warming world. Climate Smart certification bring us in line with other industry leaders who are working to reduce their environmental footprint.

"Becoming a Climate Smart business is a great first step in actualizing our environmental sustainability goals, and I am excited to see Nch'kay forging a path where environmental stewardship and financial prosperity are two sides of the same coin." - Emily Dewsbury, Health, Safety & Environment Manager, Nch'kay



GHG Reduction Plan

In addition to measuring our 2022 GHG emissions, Nch'kay has also developed a two-year GHG Reduction Plan with numerous strategies and actions to decrease the amount of GHGs our businesses produce.

Some of these reduction strategies include, but are not limited to:

- Enabling remote work to reduce transportation-related emissions
- Monitoring utility consumption for opportunities to reduce
- Upgrading outdated infrastructure to increase energy efficiency
- Enhancing recycling programs across all businesses

SPOTLIGHT ON SQUAMISH BUSINESS

Congratulations to the Squamish Nation's Richard Moody and his partner, Sonja Moody, who are celebrating their 10th anniversary as owners and operators of **Village Green Landscaping** this year!

Village Green Landscaping got its start doing light yard work for Squamish Elders through the Nation's Better at Home program. Every year since then, the husband-and-wife duo estimate their business has grown by 20%.

It now includes a roster of roughly 80 Elders as well as a number of Squamish Nation-owned buildings. Richard and Sonja also employ seven other staff, three of whom are Indigenous.

"It gives people a good life skill," Richard said of Village Green's efforts to hire First Nations people whenever possible.

Richard and Sonja are self-described busybodies who love physical work and giving back to their community. In the winter, they also provide snow removal services to Elders.

"We just thought that cleaning up reserves was kind of our dream," said Sonja, who groomed golf courses with Richard before joining forces to buy Village Green Landscaping in 2014.

"It's nice to make the Elders' yards look nice, pick up the garbage and cut their grass. We leave with them having a smile on their face. It's rewarding. We keep them happy," added Richard.

His advice to other aspiring Indigenous business owners?

WORK HARD AND GET 'ER DONE. THAT'S ALWAYS BEEN MY WAY OF THINKING AT ANY JOB I HAD IN THE PAST. WORK HARD, PLEASE YOUR BOSS, AND IT WILL GO GOOD FROM THERE. NO SLACKING!

Got some yard work that needs doing? Call Village Green Landscaping at 604-848-4652 or email Vgreenlandscaping@gmail.com.

To explore other Skwxwú7mesh-owned businesses, visit the directory on our website: www.nchkay.com/directory.



Sonja (left) and Richard (centre, back row) with their crew in Furry Creek, B.C.

Interested in being listed on the Squamish Nation Community Business Directory?

Call us today at 604-290-5184, email Jody Antone at jody_antone@nchkay.com, or scan the QR code to visit the Directory online.





HR & STAFFING UPDATES

Nch'ka'y values are Squamish Nation values. At Nch'ka'y Human Resources, we recognize the importance of incorporating Squamish core values into our organization in order to provide an exceptional employee experience. To achieve this, we have integrated these values into our hiring and performance review processes, as well as our communications with employees.

The Nch'ka'y team has grown substantially since our last Quarterly Update. A warm welcome to its newest members:

Name	Role	Nation Affiliation
Miguel Esparza	Senior Accountant, Nch'ka'y Head Office	—
Amandine Carton	Project Manager, Nch'ka'y Head Office	—
Aarti Dheer	Senior Accountant, Nch'ka'y Head Office	—
Sheona Dockstader	Corporate Secretary, Nch'ka'y Head Office	—
Carlos Tagliassachi Hubner	Front Desk Representative, Capilano RV Park	—
Rishi Kaushal	Customer Service Representative, Squamish Valley Gas Bar	—
Kimberley Kessel	Office Coordinator, Mosquito Creek Marina	Squamish Nation
Maradin Kostering	Finance Administrator, Nch'ka'y Head Office	'Namgis First Nation
Nicholas Krawczyk	Labourer, Mosquito Creek Marina	Duncan's First Nation

Name	Role	Nation Affiliation
Elizabeth McSheffrey	Communications Manager, Nch'ka'y Head Office	—
Mozhgan Mohammad Sefat Roudsari	Front Desk Representative, Capilano RV Park	—
Chaitali Sagar	Senior Financial Analyst, Nch'ka'y Head Office	—
Tanuja Sen	Cleaner, Capilano RV Park	—
Suzana Vukovic	Front Desk Representative, Capilano RV Park	—
Taylor Walters	HR Coordinator, Nch'ka'y Head Office	'Namgis First Nation
Sara Williams	Temporary Receptionist, Nch'ka'y Head Office	Squamish Nation

Strong Squamish & Indigenous Representation throughout Nch'kaý and our Businesses

We are proud to have strong representation from the Squamish Nation, as well as other Indigenous Nations, throughout our workforce.

Across our Head Office and all Operating Businesses, more than 60% of our staff are Indigenous, with the large majority being Squamish People.

The table below shows a detailed breakdown of staffing demographics by entity, as of June 2024.

Entity	Employees	Indigenous	Squamish Nation	Other Nation	Non-Indigenous
Head Office	46	18 (39%)	11 (24%)	7 (15%)	28 (61%)
Mosquito Creek Marina	21	21 (100%)	18 (86%)	3 (14%)	0
Mosquito Creek Marina Smoke Shop	3	3 (100%)	3 (100%)	0	0
Lynnwood Marina	10	4 (40%)	3 (30%)	1 (10%)	6 (60%)
Cap River RV Park	17	10 (59%)	10 (59%)	0	7 (41%)
North Vancouver Gas Bar	11	9 (82%)	8 (73%)	1 (9%)	2 (18%)
Squamish Valley Gas Bar	10	6 (60%)	4 (40%)	2 (20%)	4 (40%)
Sqomish Forestry	2	2 (100%)	1 (50%)	1 (50%)	0
Retail Operations	2	1 (50%)	1 (50%)	0	1 (50%)
Total	122	74 (61%)	59 (48%)	15 (12%)	48 (39%)

PERFORMANCE MANAGEMENT PROGRAM UPDATE

Mid-year performance reviews have begun at Nch'kaý and are set to be completed by early September. As Supervisors and team members become more familiar with our new performance management program, we're pleased to report an increase in awareness among staff of our organizational values as well as increased alignment of job performance to our strategic objectives.

The next step in our process is career development planning. The HR team will work collaboratively with our Senior Leadership and Executive teams to ensure all team members develop plans for their career paths that will continue to foster their personal growth and excellence.



Focus on Skwxwú7mesh Recruitment

New talent joins the HR Team

Taylor Walters joined Nch'kay' as Human Resources Coordinator in June, bringing a wealth of knowledge and experience to the team. A member of the 'Namgis First Nation, Taylor is a dedicated, results-oriented professional with practical experience in Indigenous relations and community engagement.

Taylor holds a Bachelor of Commerce from the University of Victoria. She has previously worked as a Lead Recruitment Officer for Elections BC and as an Indigenous Employment & Training Coordinator for Securiguard, where she specialized in hiring Indigenous Peoples from across British Columbia, Alberta, and Ontario—a role that required travel to community events, recruitment fairs, and remote First Nations. Taylor also played a pivotal role in developing training programs and facilitating in-community courses that supported Indigenous Peoples in gaining the necessary certifications for employment.



At Nch'kay', Taylor will provide important administrative support to various HR functions, projects, and initiatives, including recruitment and talent acquisition, benefits administration, training and development, and performance management. As HR continues to prioritize recruitment of Squamish People, she will support Nch'kay's fall plan to increase community engagement, including through career information-sharing events such as open houses. Our goal is to forge genuine connections with Squamish People and build a robust pool of community candidates.

Celebrating Success

We have recently promoted two outstanding Indigenous team members for their exceptional contributions to Nch'kay':

Yataltan Brandon McReynolds of the Squamish Nation transferred to the Real Estate, Planning & Development division from the Business Development division in June. Brandon joins the Real Estate team as Senior Development Coordinator, where he works in conjunction with the Development Manager, Directors, and Executives on researching, reporting, and analyzing various real estate projects through all phases of development.

Maradin Kostering of the 'Namgis First Nation joined Head Office as a permanent, full-time Finance Administrator in May, having previously worked as Office Coordinator at the Mosquito Creek Marina. In her new role, Maradin supports the Finance and Accounting team with their administrative processes and deliverables, and oversees payments and expenses.

Congratulations to Brandon and Maradin, both of whom have demonstrated exemplary service and commitment in their respective roles.



Weaving Culture into the Workplace

Wanáxws

In our *Sḵw̓xwú7mesh Sníchim* (Squamish Language), **wanáxws** can mean to respect someone or to treat someone with respect. It can also mean to honour or believe someone.

Creating and upholding an inclusive and respectful work environment is a top priority for Nch'káy. Since our last Quarterly Update, we've been working on a new Indigenous Cultural Safety and Anti-Racism Program and revising our Nch'káy Orientation Program.

In alignment with the value of **wanáxws**, we recognize and embrace the cultural differences and similarities of those we work and interact with in each of our roles at Nch'káy. Increasing our awareness of cultural influences, power imbalances, and biases in the workplace will help ensure our team members have the skills and knowledge to meaningfully engage friends and colleagues across cultures.

A key component of our new orientation program is for all staff to learn more about the *Sḵw̓xwú7mesh Úxwumixw*, including the history, language, culture, traditional territory, and governance structure of the Squamish People.

CAREERS AT NCH'KAY

If the idea of working towards the long-term wealth and prosperity of the *Sḵw̓xwú7mesh Úxwumixw* and Squamish People sounds appeals to you, please reach out. We'd love to have a conversation about your career goals and aspirations, and how we can help you get there!

Squamish People are always our first priority when hiring, then other Indigenous candidates, then non-Indigenous candidates. All new job postings are posted with the Nation for two weeks before we consider external applicants.

Email HR@nchkay.com or call 604-243-0802.





OUT & ABOUT IN OUR COMMUNITY

Spring brought a flurry of new events and opportunities to the team at Nch'kay. Between April and June, our staff participated in a variety of conferences, ceremonies, team-building exercises, and more.



Shellene Paull, Corporate Project Coordinator, runs the Nch'kay booth on National Indigenous Peoples Day, June 21, 2024.



Trevor Casey, Nch'kay's Manager of Real Estate & Development, shows Elder Kevin Rivers the rising towers during a Señákw site tour on June 1, 2024.



TJ Nyce, Jody Antone, Lauren English, Sarah Silva, and Brandon McReynolds represent Nch'kay and Nch'ú7mut Contracting at the Indigenous Partnerships Success Showcase in Vancouver on June 5, 2024.



Nevaeh Lewis-Baker (left) and Amitola Morning Star Paull Pasqua dance at the June 20, 2024, Nch'kay Staff Appreciation BBQ.



Sp'akw'us Feather Park Ceremony

Nch'kay staff attended the May 25, 2024, ceremony for Sp'akw'us Feather Park, a beautiful new community gathering space in Squamish. The park features the stunning work of Skwxwú7mesh artists and a playground created in collaboration with Skwxwú7mesh youth that retells the Nation's stories of the land. It also includes cultural gardens, slackline posts, and more. The site has undergone environmental remediation and been elevated to help mitigate future sea level rise. Huy chexw a (thank you) to Matthews West for supplying these photos.

Like what you see?



Follow us on Facebook for more photos of our team members in the community:
facebook.com/nchkay



Nch'kay also has a new Instagram account! Scan the QR Code to follow us today or find us here: @nchkay

Staff Appreciation BBQ

On June 20, 2024, we took some time to celebrate our staff and all they've achieved these past few months. We're grateful to have such a skilled and dedicated team, working to generate wealth and prosperity for Squamish People far and wide. The day's events included an opening prayer, dancing, wool and cedar weaving, and more.






***Follow us on LinkedIn,
Facebook, Instagram, and X!***

We feature Skwxwú7mesh-owned businesses, job postings, project updates, and community news.

 Nch'kay Development Corporation

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