

# NCH'KAÝ QUARTERLY UPDATE

TO SQUAMISH NATION MEMBERS | FALL 2023

Fall is in the air and the Nch'kaý team is reflecting on our mission and commitments as we celebrate the abundant change and innovation that have marked this last season. Keep reading for key updates and stories about our major projects and initiatives, as well as a sneak peek into what's coming up for Nch'kaý as we look ahead to 2024.

## SAVE THE DATE!

**Nch'kaý Annual Gathering**  
**Sunday, November 26**  
**12:00 PM–3:00 PM**  
**at Totem Hall & CJMC**



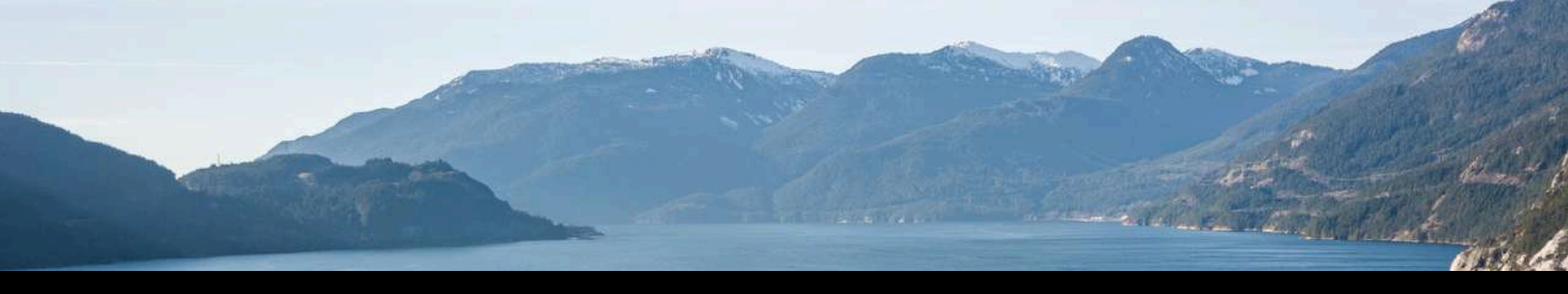
Nch'kaý's 2nd Annual Gathering for Squamish Nation Members will be taking place on Sunday, November 26, 2023, from 12–3 pm at both Totem Hall and the Chief Joe Mathias Centre.

**Check-in begins at 11:30 am and the program will begin promptly at 12:00 pm at both locations.**

We'll have lunch, entertainment, short presentations, information about our various areas of work, activities for the whole family — and, of course, some amazing prizes! Mark your calendars and watch for more details to come very soon.

## Contents

Nch'kaý's 2nd Annual Gathering	1
Land Development Strategies Update	2
Business Operations Update	4
Workplace Diversity and Leadership	6
Health, Safety & Environment	9
Sqomish Forestry Update	10
Nch'ú7mut Endorsed Business Registry	14
Seńákw Project Updates	16



# LAND DEVELOPMENT STRATEGIES UPDATE

As shared in our Summer Update, in January 2023, Nexwsxwníwntm ta Úxwumixw (Council) approved a 14-month moratorium, or pause, on unsolicited development proposals and directed Nch'kaý and Nation staff to create Land Development Strategies for five sites (Xwmélch'stn Capilano I.R. No. 5 – with a focus on Marine Dr, Ch'ich'élxwí7kw Seymour I.R. No. 2, Stá7mes I.R. No. 24, Ch'kw'elhp I.R. No. 26; and a fifth site in the Squamish Valley).

To support this work, the Nation issued an Expression of Interest (EOI) for urban planning, urban design, land economics, cultural design, and engineering consultants in March 2023.

In late summer 2023, Nch'kaý and the Nation announced that the consultant teams had been selected and work had begun on this important initiative.

The Nation and Nch'kaý were proud to share that both teams include Skwxwú7mesh design professionals, ensuring the integration of Skwxwú7mesh values and culture as a foundation from the outset of this initiative.

***"These teams were selected by Nation and Nch'kaý staff based on their understanding of Skwxwú7mesh worldviews, proposed collaborative design processes and understanding of market and industry opportunities."***

-Mindy Wight, CEO, Nch'kaý

***The consultant teams are as follows:***

Xwmélch'stn Capilano I.R. No. 5  
Ch'ich'élxwí7kw Seymour I.R. No. 2



Perkins + Will Architects  
PWL Landscape Architects  
Livable City Land Economists  
Cory Douglas Modern Formline Design  
Ginger Gosnell-Myers  
Bunt Transportation Engineering

Stá7mes I.R. No. 24  
Ch'kw'elhp I.R. No. 26  
5th Site in Squamish Valley



HCMA  
Sky Spirit Studio + Consulting  
Urbanics Land Economists







## ***You asked, we answered!***

### ***What is the difference between Úxwumixw 2050: Sk̓wxwú7mesh Generational Plan and the Land Development Strategies?***

Once complete, **Úxwumixw 2050: Sk̓wxwú7mesh Generational Plan** will set out long-term priorities for the Nation's territory and reserve communities. It will cover all aspects of the Nation, including: culture and language; prosperity as individuals and as a Nation; health and wellbeing; governance; infrastructure and housing; and our lands, water, and air.

The **Land Development Strategies** will identify possible land uses, development forms, community amenities and revenues that could benefit the Nation through the redevelopment of the five sites identified by Council. It will consider these lands' economic opportunities in tandem with community needs and determine alignment with the Nation's values.

## **Community Engagement**

### **Community Working Group**

Community engagement and input will be critical to creating development plans that are reflective of the Nation's culture and values and responsive to member needs. To support this, Nch'kaý and Nation staff held a call-out for Community Working Group applications from late May to mid-June 2023.

We are pleased to announce the following individuals have been appointed to form the Land Development Strategies Community Working Group: Donna Billy, Claire Bardach, Linda Calla, Glen Campo, Les Harry, Dennis Joseph, Evelyn Lamont, Mary Jane Natrall, and Rosemarie Williams.

The Community Working Group held its first meeting on August 23, 2023 and will meet monthly throughout the duration of the project.

### **Opportunities for Engagement**

Additional opportunities for member engagement will occur through the Nation's Open Houses, online surveys, and co-design workshops. Engagement opportunities will be advertised in the Nation's member newsletter, e-mail notices, and social media accounts.



**Land Development Strategies:  
UPCOMING COMMUNITY  
ENGAGEMENT EVENTS**



<b>TOTEM HALL</b>	<b>CJMC</b>
Sunday, Nov. 26, 12 – 3pm (Nch'kaý Annual Gathering)	Sunday, Nov. 26, 12 – 3pm (Nch'kaý Annual Gathering)
&	&
Tuesday, Nov. 28, 3:30 – 6:30pm	Wednesday, Nov. 29, 4:30 – 7:30pm

*Online engagement events to be announced later this fall*

### ***QUESTIONS ABOUT THE LAND DEVELOPMENT STRATEGY PROJECT?***

The project team welcomes hearing from you. They can be reached at [developmentstrategy@nchkay.com](mailto:developmentstrategy@nchkay.com) or 604-209-1827.



# BUSINESS OPERATIONS UPDATE

*The Business Operations team looks to the Squamish values of Úxwumixw (community), Nexwníw (pride), and Wenáxws (empowerment) as guiding principles in what they do, always finding new ways to streamline and improve the processes that keep our businesses running smoothly.*

.....

## Highlights from the past few months include:

- A new PO system to track costs has now been implemented across all operating businesses. Staff are quickly learning how to use it to reduce inefficiencies in expenditure.
- With the help of Leavitt Machinery, Operations is continuing to repair and update aging equipment where needed.
- Work to develop five-year strategic plans for each of the operating businesses is almost complete. These plans are road maps that will help make each business safer, more efficient, and modernized, while supporting each business in achieving its shared mission of providing economic benefit to the Nation and the community.

## Squamish Valley Gas Bar Renovation and Rebrand

The renovation at Squamish Valley Gas Bar is in full swing with the recent demolition of a wall that separated the current retail space and the former storage area. Flooring work is underway, and millwork, fresh paint and finishings are still to come. The expanded retail space in the Squamish Valley Gas Bar will promote and sell Squamish artwork and other Indigenous merchandise, with an emphasis on Coast Salish-style artisanry. Additionally, the Gas Bar will have two Electric Vehicle charging stations installed in late 2023 or early 2024.

We are also working on a rebrand of the Gas Bar, which will include a new name in the Skwxwú7mesh sníchim, as well as a new Coast Salish logo designed by a Squamish artist. We look forward to unveiling both at a grand re-opening later this year.

## Lynnwood Marina Paving

Looking ahead, we will be paving Lynnwood Marina later this fall as part of our strategic work to improve and enhance the Nation's business assets. The contractor has been selected, and we are reviewing the final details regarding work procedures and sequencing.







## ***You asked, we answered!***

### ***Do Squamish Nation Members receive full fuel tax-exemption at our gas stations?***

**Yes! Squamish Nation Members with valid Status Cards receive the full fuel tax exemption — including both Motor Fuel Tax and Carbon Tax — at both our North Vancouver and Squamish Valley Gas Bars.**

Members of other Nations can use a valid Status Card to purchase fuel at a partial exemption rate at both of our gas stations.

It's worth noting that tax rates do, however, vary between the Vancouver region and those in locations outside of the region, including Squamish.

*Learn more about Tax Rates on Fuels in this Government of BC bulletin*



### ***Are there moorage discounts available to Squamish Nation Members?***

**Mosquito Creek Marina offers a 50% discounted rate to Squamish Nation members**, provided the vessel is registered and insured in their name. Due to space constraints, Lynnwood Marina is unable to offer moorage discounts.

### ***What is Nch'kay doing to reduce the environmental impacts of our businesses?***

We have developed an Environment, Health & Safety (EHS) Management System, which outlines our roles and responsibilities for environmental protection as well as environmental goals and objectives. An example of one of these objectives we recently implemented was creating a Hazardous Spill Prevention and Response program, which includes employee training in spill response procedures. We've also recently measured Greenhouse Gas Emissions (GHG) data from 2022 to develop a GHG reduction plan for each of our operating businesses.

### ***What type of safety training is needed for employees at Nch'kay?***

The type of safety training required depends on the job and work duties being performed. For example, our Marina Team Members require training in working with specific equipment (forklift), emergency response, spill response, and elevated work platforms, among others. This training isn't required prior to working with us; we build each training program according to the employees' individual needs.



# WORKPLACE DIVERSITY AND LEADERSHIP

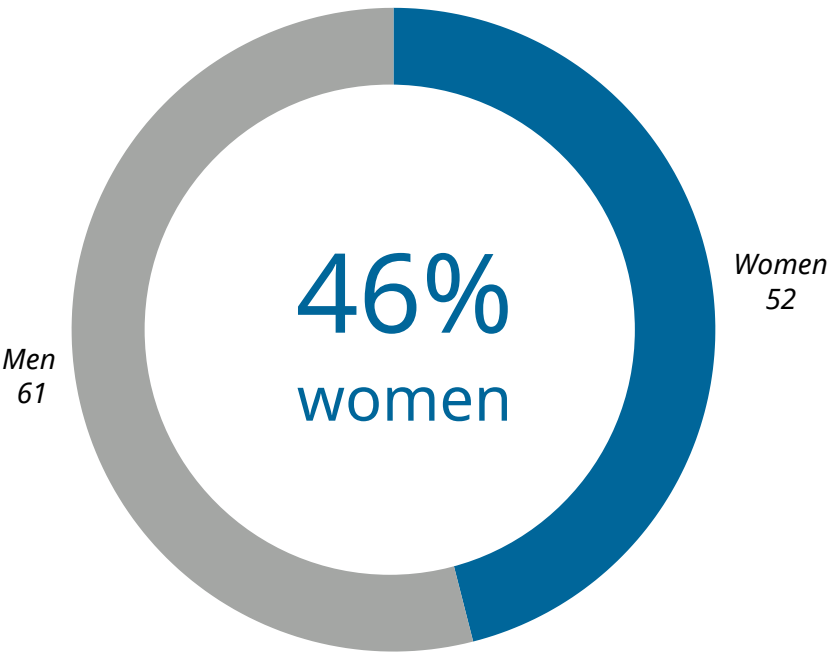
*Nch'káy values are Squamish Nation values. At Nch'káy Human Resources, we recognize the importance of incorporating Squamish core values into our organization in order to provide an exceptional employee experience. To achieve this, we have integrated these values into our hiring and performance review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

## Siyá'min (Leadership)

The Squamish Nation's value of Siyá'min (leadership) is fundamental to Nch'káy's approach to leadership. Siyá'min asserts and promotes balance between the economic, social, environmental, and cultural needs of current and future generations.

As part of our commitment to lead by example, our Human Resources Leadership team has participated in leadership training that aligns with the core value of Siyá'min.

Nch'káy is also committed to building an inclusive and diverse workforce. Human Resources has supported the organization's efforts to ensure gender balance in the workforce and to increase women's representation in leadership positions.



## CAREERS AT NCH'KAY

We'd love to have a conversation with you about your career goals and aspirations, and how we can help you get there! **Squamish Nation members 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 a period of two weeks before we consider external applicants.

Email [HR@nchkay.com](mailto:HR@nchkay.com) or call 604-243-0802.





**Rick Guerrero**  
General Manager, Lynnwood Marina



**Chichaitsemate, Xayiltenaat, Sabrina Lewis, MBA**  
Human Resources Manager



**Brittany Guerrero**  
Team Leader, North Vancouver Retail

## Welcoming & Supporting Squamish Nation Members of the Nch'kay Team

As workforce development has been identified as a key priority, HR will continue to offer learning and development opportunities that maximize individual potential, support the advancement of Squamish Nation members, and increase organizational capacity.

Several Squamish Nation members have recently been hired and promoted to fill key management roles.

We are excited to welcome **Rick Guerrero** as **Lynnwood Marina's new General Manager**. Rick previously spent over 29 years as a key team member of Retail Operation management before accepting this new position. During that time, he developed and implemented many policies, processes, and procedures that added great value to the Retail Operations. His level of knowledge and competency in management will be of significant value to Lynnwood Marina's operations.

We're also happy to welcome **Brittany Guerrero** as our new **Team Leader for North Vancouver Retail**. Brittany has been a positive member of Retail Operations for over seven years and obtained a great deal of knowledge and experience in this industry. Brittany's experience in retail operation management will prove to be a great asset to our business operations.

Lastly, we are thrilled to share that **Chichaitsemate, Xayiltenaat, Sabrina Lewis** recently joined our team as Nch'kay's new **Human Resources Manager**. Sabrina is a proud member of the Squamish Nation and a Human Resources professional with 22 years of work experience. With a comprehensive background in HR management, Sabrina has

demonstrated success in developing HR programs, strategies, and services that optimize business operations. Sabrina is dedicated to finding solutions to organizational challenges and specializes in HR strategic planning, workforce planning, employee relations, recruitment and retention, training and career development and total compensation. Sabrina holds an Executive MBA from SFU and a Human Resources Management Certificate from BCIT.

## WOMEN LEADING THE WAY

Executive	
Mindy Wight	CEO
Senior Leadership	
Sarah Silva	Vice-President, Real Estate & Development
Director	
Caitlin Popplewell	Director, Finance
Lauren Hutchison	Director, Communications & Engagement
Lauren English	Director, Real Estate Planning & Development
Manager	
Sabrina Lewis	Human Resources Manager
Ayesha Sharma	Manager, Financial Planning & Analysis
Val Turner	Controller, Sqomish Forestry
Emily Dewsbury	Health, Safety and Environmental Manager
Shawna Baker	General Manager Marina Operations
Anjelah Napier	Store Manager
Team Leader	
Charlotte Okkerse	Finance & Accounting Lead
Kerry Harrington	Executive Assistant/ Office Manager
Brittany Guerrero	North Van Retail Operations Team Leader





## A warm welcome to our newest Nch'kaý Team Members:

Name	Role	Nation Affiliation
Sabrina Lewis	Human Resources Manager, Nch'kaý Head Office	Squamish Nation
Amber Li	Senior Financial Analyst, Nch'kaý Head Office	—
Vanessa Faith Dorksen	Receptionist, Nch'kaý Head Office	Big Grassy First Nation
Aileen Trotter	Customer Service Representative, North Vancouver Gas Bar	—
Sonya Peters-Nahanee	Customer Service Representative, Mosquito Creek Marina Smoke Shop	Squamish Nation
Vinita Sadwani	Front Desk Representative, Capilano River R.V. Park	—
Darian Morin Nahanee	Customer Service Representative, Squamish Valley Gas Bar	Squamish Nation







# HEALTH, SAFETY & ENVIRONMENT

## BC Green Business - Silver Certification at Mosquito Creek Marina

Mosquito Creek Marina Office recently received Silver Certification Status from BC Green Business. In order to receive the Silver Certification, Mosquito Creek Marina Office successfully completed 18 action items to make the business operations more sustainable. BC Green Business is a certification program that supports businesses looking for practical and affordable ways to reduce their environmental impact and contribute to their local communities.



## Recycling and Organics Collection

Recycling and organics collection has recently been implemented at Nch'kaý Head Office and Lynnwood Marina, with the overall goal of reducing the environmental impact of our operations and diverting waste from landfills. We have had positive feedback from employees and customers alike and the buy-in has been immediate! Thank you to our Environmental Coordinator Co-op Student, Chloe Evangelista, for leading this initiative and implementing this new program.

## Joint Health & Safety Committee

Nch'kaý's operating businesses have joined forces to build a team of dedicated Team Members elected by peers to sit on our Joint Occupational Health & Safety Committee (JOHSC). The Committee meets monthly to assist in identifying and resolving health and safety concerns, as well as making recommendations to improve overall workplace safety.

The JOHSC plays an important role in Nch'kaý's Environment, Health and Safety (EHS) Management System, by giving workers and management a platform to collaborate in order to identify and solve workplace health and safety issues. Some of the Committee's duties include conducting workplace inspections and participating in incident investigations.

## Meet our team of dedicated Team Members - Nch'kaý's Joint Health & Safety Committee:

- Rick Lewis - Capilano River RV Park
- Shirin Ghiaseddin - Head Office
- Rochelle Joseph - NV Gas Bar & Smoke Shop
- Donald Schwoob - Mosquito Creek Marina
- Dane Renaud - Lynnwood Marina
- *Vacant* - Squamish Valley Gas Bar

## Management Representatives:

- Emily Dewsbury - Health, Safety & Environmental Manager
- Shawna Baker - GM Marina Operations



# SQOMISH FORESTRY UPDATE

## *Sqomish Forestry manages forestry operations on Tree Farm Licence (TFL) 38 for the Squamish Nation*

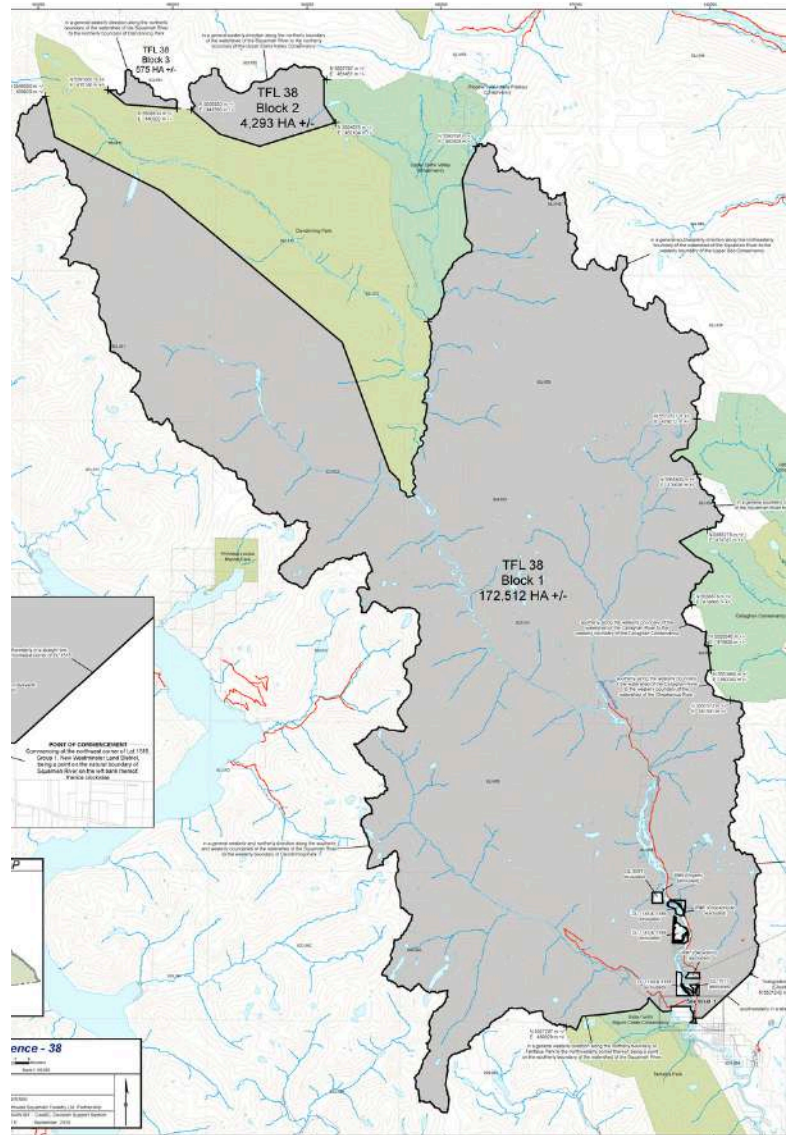
After a short pause from 2020 to 2022, Sqomish Forestry is easing into operations again. A team of 10 full and part-time employees, including four Squamish Nation members, is leading the gradual restart of tree harvesting. This slow reintroduction of forestry activities strictly aligns with the Nation's values and land objectives.

In 2024 we will continue to gradually increase logging in order to meet our contractual obligations within the Nation's Forestry Framework, which aims to protect the health of Squamish land and People.

The Nation's Forestry Framework is an important element of the *ᖠay Temíxw* (Sacred Land Use Plan) which guides the *Sk̓w̓x̓wú7mesh Úxwumíxw* in its overall relationship to *stséktsek̓* including:

- How the Nation establishes inter-governmental relationships regarding *stséktsek̓*.
- Stewardship approaches to take care of *stséktsek̓*.
- Our way of life and cultural relationships with *stséktsek̓*.
- How we and others use *stséktsek̓*.
- How cultural cedar will be ensured for future generations.

Read the *ᖠay Temíxw*  
Land Use Plan (2023) here



Map created September 2020







## Meet Roger Lewis

### *Superintendent, Sqomish Forestry*

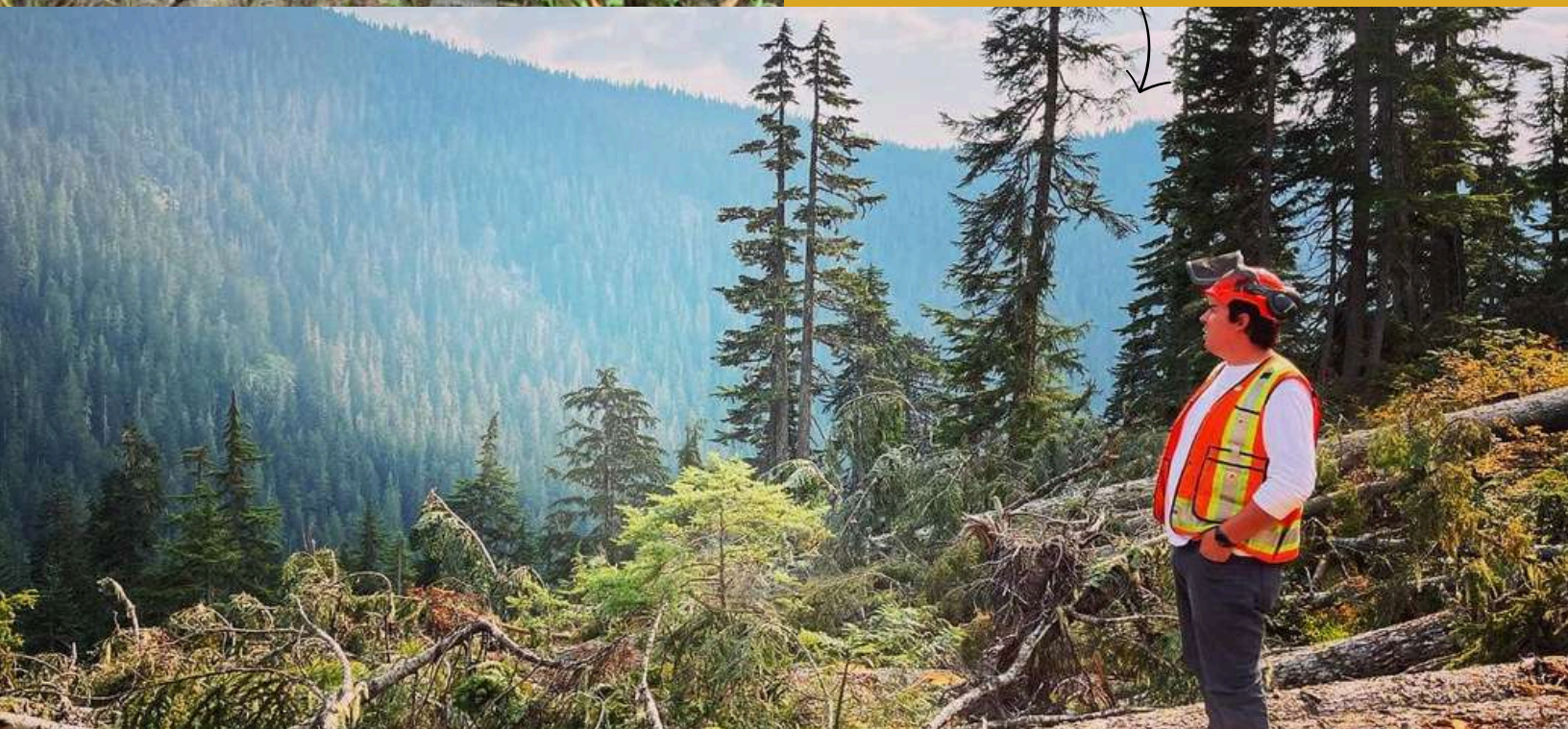
.....

With the increasing impacts of climate change, protecting our wild spaces is crucial. This fire season, we had Roger Lewis, Squamish Nation member and Superintendent of Sqomish Forestry LP, doing Fire Safety Patrols in TFL 38.

Roger passionately embodies the role of Land Steward as he travels through the Territory and reports any activity that could endanger the forest, Nation, or territory. He put out several small fires this summer and liaised closely with BC Wildfire authorities to ensure that any larger fires didn't get out of control.

Additionally, Roger was able to be present this summer and inform members of the public of the provincial fire ban as well as put out any campfires he encountered.

Roger has spent much of his life on the land, connecting to his ancestral territories. He started out logging with his father in the Elaho Valley and then moved into various positions at Sqomish Forestry LP. Roger brings a strong integrity to the work he does, and is an asset at Sqomish Forestry LP. He intends to expand the operation into various natural resource projects in the coming years.







# OUT & ABOUT

## K'ánatsut-cht tkwa Seńákw Úxwumixw: Our Return to Seńákw Celebration

On July 7th, hundreds of Squamish Nation members gathered for K'ánatsut-cht tkwa Seńákw Úxwumixw: Our Return to Seńákw Celebration. To mark the day, traditional travelling canoes were welcomed ashore with cultural protocol by hereditary Chiefs. Attendees enjoyed a community feast, slahal tent, vendors, kids games, drumming, and the official unveiling of the Seńákw model in the Museum of Vancouver.

Nch'káy and Westbank had a large tent set up at this event, where we shared information and answered questions from Nation members and the public about the history of Seńákw and the development project.



## Amalgamation Day

In case you missed it, on July 23, the Nation hosted Amalgamation Day at Ambleside Park. It was a free all-ages event that was put on as part of Skwxwú7mesh Days Festival, which celebrated 100 years since Skwxwú7mesh villages amalgamated in 1923. Hundreds gathered to enjoy games, music, dancing, and an artisan market — all of which celebrated Squamish culture and history.

Nch'káy team members were there to connect directly with Squamish Nation members, hand out prizes, and share updates about our recent initiatives and projects.

We had a great time engaging with Squamish Nation members about the rebranding of the Squamish Valley Gas Bar and are looking forward to revealing the winning name and logo later this year. Our team had a fabulous day meeting and reconnecting with so many of you! Chet kw'enmantúmiyap (we thank you all) for joining us in the celebration of 100 years of Squamish unity.







# Nch'kay's Head Office is Moving to Xwemelch'stn!

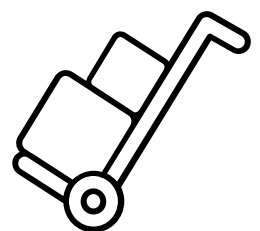
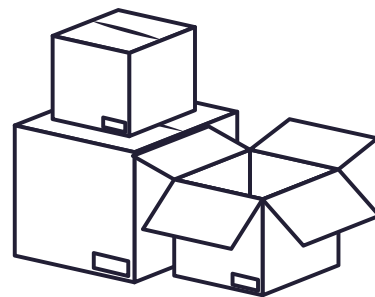
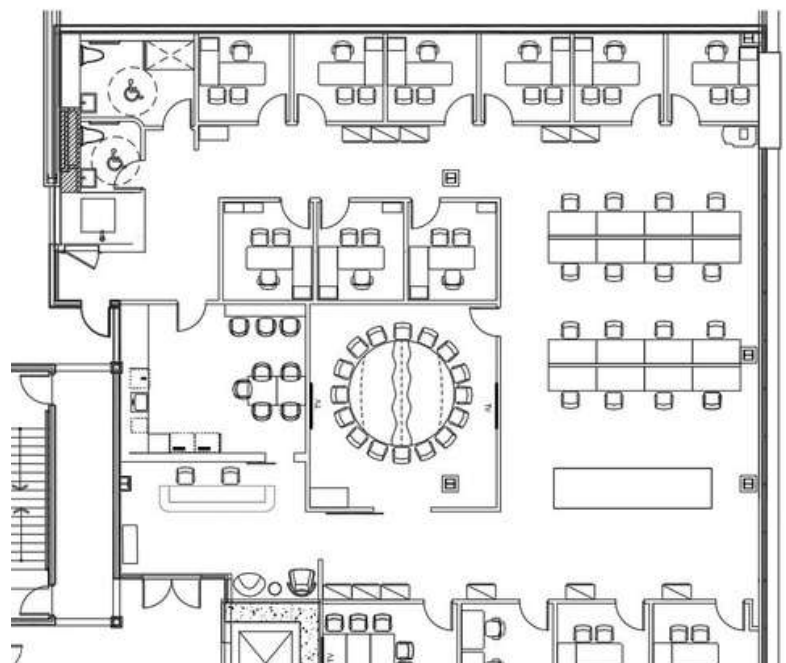
With the significant growth in our team this past year, Nch'kay' will be moving to our new head office on Xwemelch'stn (at Park Royal South in the former YYoga Space) on October 30th. This is a significant milestone for the organization, as it represents our first permanent office location on Xwemelch'stn.

With this move, we will bring our Real Estate & Development, Human Resources, Communication, and Finance teams to Park Royal, while Operations and Health and Safety will remain at the Lynnwood Marina.

As we draw closer to the move-in date, we are excited to announce the five Skwxwú7mesh Nation artists who are working on producing art for our new office:

- **Lyle Williams** – carved boardroom table
- **Darren Yelton** – carved boardroom doors
- **Spelexilh, Anjeanette Dawson** – woven welcome blanket
- **Matthew Cole** – carved paddles
- **Rosalie Dipcsu** – boardroom art piece

The office design was influenced by Chief Janice George, who worked alongside our interior designer Nhan Pham. We look forward to showcasing these artists' work in its final form once the office is complete.





# NCH'Ú7MUT ENDORSED BUSINESS REGISTRY

## About the Nch'ú7mut Endorsed Business Registry

The Business Development team continues to support procurement opportunities on behalf of the Squamish Nation through the Nch'ú7mut Endorsed Business Registry (NEBR).

The NEBR is a database of Businesses that have applied and been approved by Nch'ú7mut to receive support in pursuit of procurement business opportunities in exchange for a return of value to the Nation. NEBR members to commit to shared revenue fees, employment, training and living wage standards to ensure a return of value to the entire Nation.

The Business Registry was created by the Squamish Nation in 2016, with responsibility for its ongoing management transferred to Nch'káy Development Corporation through a Council BCR in 2019. As part of this, the Squamish Nation has mandated Nch'káy to manage the process of defining and certifying all businesses and third parties wishing to engage in business opportunities stemming from Indigenous economic reconciliation opportunities flowing from government and industry to the Nation.

To realize its mandate, Nch'káy has delegated the development and management of the NEBR to an Operational Board. NDC has entrusted Nch'ú7mut Contracting Limited Partnership ("Nch'ú7mut") — an Operational Entity of Nch'káy Development Limited Partnership — with the management of the NEBR.

Under its mandate, Nch'ú7mut commits to a fair, transparent, and consistent selection process for all applicants wishing to qualify as a certified business and be published in the NEBR. In turn, the NEBR applies the same principles in supporting NEBR businesses in the pursuit of procurement business opportunities with the intent to drive Best Value for the Nation – an optimal outcome of economic, environmental, social and Squamish Nation values.

Only companies that are certified and approved to be on the NEBR will be eligible to Bid and compete for advertised business opportunities with Nch'ú7mut's support.

### Governance of the NEBR

Two new policy documents have been created to uphold this mandate and further advance Nch'káy's mission to manage wealth on behalf of the Nation: the *Nch'ú7mut Endorsed Business Registry Application and Approval Policy* and the *Nch'ú7mut Endorsed Business Registry Opportunities Policy*.

The main goal of these policies is to maintain a consistent process for applications to the NEBR, and define the engagement process for joint pursuit of procurement business opportunities. They will serve as a reference for Nch'ú7mut staff and NEBR members engaged in determining eligibility and making procurement decisions.



***As part of Nch'káy's commitment to transparency and accountability, both new policies can be found on our website.***

Scan the QR code to learn more.





**The purpose of the new Nch’ú7mut Endorsed Business Registry Application and Approval Policy is to:**

- Outline the expectations for NEBR members and assist with the development of the Teaming Agreement.
- Mandate the value exchange for NEBR members where Nch’ú7mut provides letters of support in exchange for NEBR members upholding commitments to Shared Revenue Fee, employment, training and living wage outcomes for Squamish Nation members.
- Qualify businesses enabling them to receive Nch’ú7mut’s support in pursuit of procurement business opportunities.
- Ensure businesses that qualify to be on the NEBR result from decisions that are transparent, objective, timely, risk assessed and cost-effective.
- Outline the application, reinstatement, renewal, and termination process for businesses to apply to be listed on the NEBR.
- Identify roles and responsibilities in the implementation of the policy.



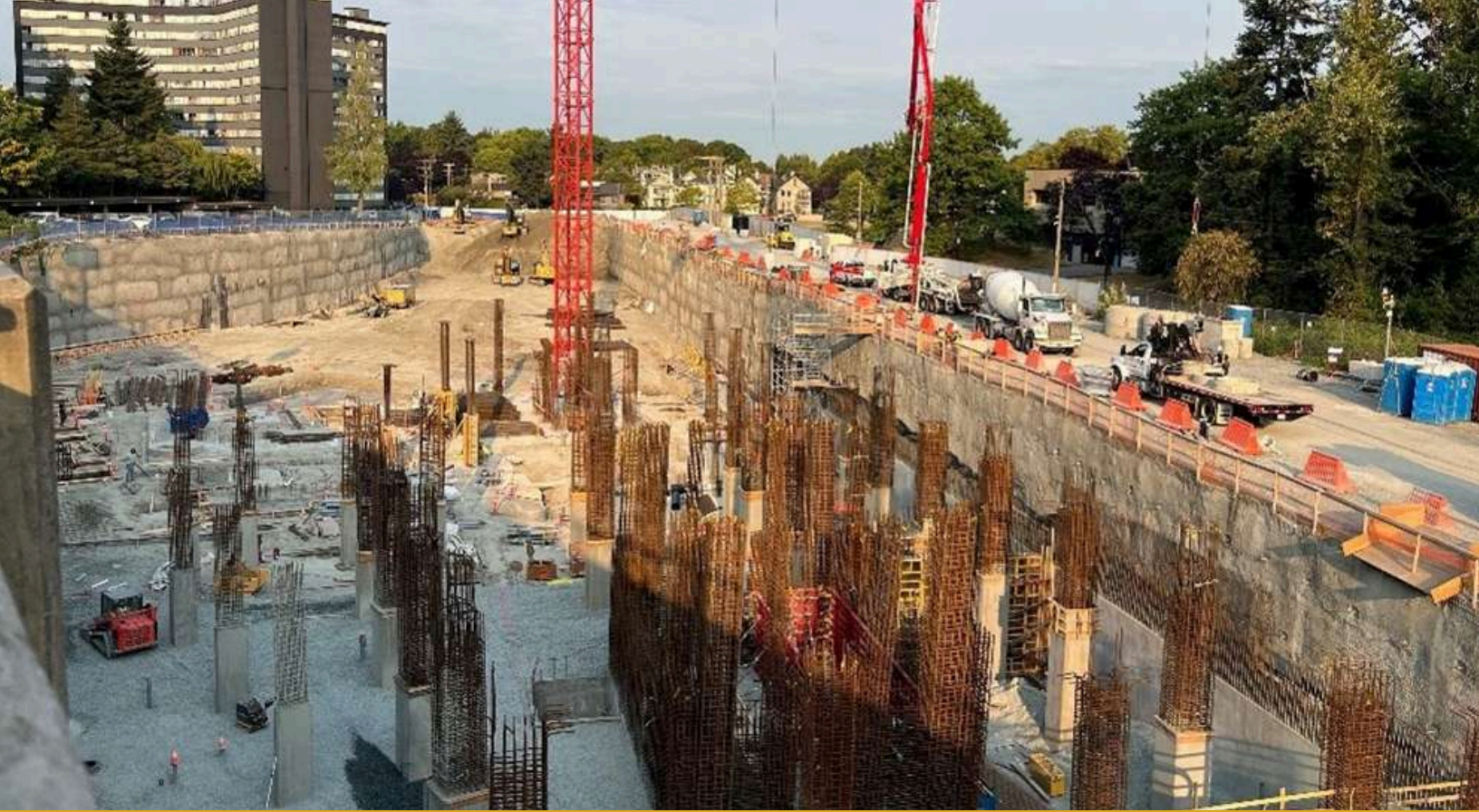
***You asked, we answered!***

***What’s the difference between the NEBR and the Member Business Directory?***

Nch’ú7mut Endorsed Business Registry	Squamish Member Business Directory
Governed by Board approved Policies	No governing policies
Revenue Sharing requirement	Access to bid opportunities
Sub-contracting & Employment requirements	No performance obligations
SN Living Wage	Must be 51% Squamish Nation member owned.
NEBR bid support in exchange for performance obligations.	No performance obligations and no NEBR bid support

**The purpose of the Nch’ú7mut Endorsed Business Registry Opportunities Policy is to:**

- Ensure a return of value is achieved to the Nation through Shared Revenue Fees, employment, training, and sub-contracting opportunities.
- Ensure the acquisition of third-party services and goods are the result of transparent, objective, timely, risk assessed and cost-effective decisions.
- Outline the guiding principles for procurement considerations.
- Empower staff to advance innovation and show leadership by incorporating sustainability aspects into the procurement process.
- Identify roles and responsibilities for individuals involved in the implementation of the policy.



# SEḤÁKW PROJECT UPDATE

## Construction Update

Construction on Seḥákw continues to progress on schedule with Phase 1 wrapping up bulk excavation and Phase 2 continuing soil remediation. The gate on 1st and Fir Street remains the primary entrance to the site for construction activities but once Phase 2 excavation begins, the primary entrance will be off Chestnut Street, just north of Greer Street.

In September, the final BC Hydro poles in Phase 1 were removed and the new electrical feed to the Parkview Towers was completed. This cleared up the site to allow the shoring wall and soil anchor installation to continue to the Tower 1 and District Energy Plant portion of Phase 1. Phase 2 will undergo a similar process with BC Hydro poles needing to be rerouted.

Currently, there are cranes for Tower 3 and Tower 2 on site, with the Tower 1 crane being installed later this Fall. The footings of both Towers 3 and 2 have already been poured and work is also underway on the Tower 3 parkade slab.

## Residential Tenancy Act now in effect at Seḥákw

As of September 1st, 2023, the BC Residential Tenancy Act (BCRTA) is in effect on the Seḥákw reserve. Through the Government of Canada's First Nations Commercial and Industrial Development Act (FNCIDA), the Squamish Nation can now implement safer practices for future tenants of Seḥákw.

Tenants that move into Seḥákw, once Phase 1 is completed, will be protected by the BCRTA as they would in any other rental property in the province. This will benefit both Indigenous and non-Indigenous residents of Seḥákw.

### Questions about the Residential Tenancy Act?

Scan this QR code to watch an explainer video on the Squamish Nation website





## Refurbishment of Kanákeltn's Welcome Figure at Seḥákw

On June 22, the Squamish Nation held a ceremony to honour artist Kanákeltn, Darren Yelton, before lowering his welcome figure at Seḥákw for refurbishment. Our hands go up to Xayil, Jacob Lewis III; Kwítelut, Lorraine Louis; and their teams for organizing this special event, and to the speaker, Ketxímt̓n, Alroy Baker for his work to honour Kanákeltn in a good way. The figure had to be taken down to allow construction activities to continue on-site, including sewer and water connections in this area.

Following the lowering ceremony, Kanákeltn and his brothers then worked on site to restore his carving to its original glory. The figure will remain at Seḥákw until a final installation site is determined.



## Member Employment & Contracting Opportunities

At Nch'kaý, we chair the Seḥákw Procurement Committee, which reviews all tender submissions for construction work on Seḥákw, as well as the Seḥákw Employment and Training Committee, which ensures Nation member participation and opportunities throughout the Seḥákw project.

All of the subtrades working on Seḥákw are subject to the requirements of an Indigenous Participation Plan (IPP), which imposes requirements on project partners to employ Nation members. This policy is also enforced on all subcontractors who bid on the project.

This policy is meant to benefit Squamish Nation members first and foremost. It also includes members of the broader Squamish community who are not members, as well as members of the Musqueam and Tsleil-Waututh Nations, and other Indigenous peoples.

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

Please visit the Nch'kaý website or email [bom@nchkay.com](mailto:bom@nchkay.com) if you have questions or require assistance regarding procurement opportunities.



# Employment Support through the Stitsma Career Center

There are many career opportunities at Señákw 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 overcome barriers, upgrade their skills, secure credentials, and eventually gain employment.

Members who want support for employment at Señákw should email the Stitsma Career Centre at [stitsma\\_career@squamish.net](mailto:stitsma_career@squamish.net). You can also call our North Vancouver office at 604-985-7711 or the Squamish Valley office at 604-84842202.

Members who are interested in long-term training to be able to obtain employment on the project should contact the Training and Trades Centre at 604-980-7946 or email us at [tradescentre@squamish.net](mailto:tradescentre@squamish.net).

## NEW ONLINE JOB BANK!

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

With positions ranging from Peer Support Worker to Indigenous Storyteller, and nearly everything in between, new posts are up almost daily.

Visit often to ensure you don't miss out on the perfect opportunity for you!



# Señákw Mentorship Program

Nch'kay West is now offering a short-term mentorship opportunity for Squamish Nation members interested in Real Estate Development or learning more about the development of Señákw. The Mentorship Program will provide members with an exclusive, behind-the-scenes look at what a career in the field of Real Estate Development could look like for them.

Candidates are matched up with a key member of the Señákw project team at either Westbank or Nch'kay and spend 10 days job-shadowing them.

They will do things like visit the development site, sit in on meetings with consultants, meet team members involved with different aspects of the project, and more.

The program pilot will kick off this fall and we're excited to see how subsequent iterations of it will grow and evolve to meet the needs of members.

Stay tuned for more information to come on this exciting opportunity for Squamish members!







## Meet Tijash Ruiz, Tijax B'alam, Señákw's dedicated Job Mentor

Meet Señákw's dedicated Job Mentor: Tijash Ruiz, Tijax B'alam. Tijash descends from Indigenous Mayan ancestors and grew up learning knowledge from his adopted Secwepmec family in Surrey and Chase. Being immersed in the traditional culture and wisdom of his Mayan and Secwepmec family was fundamental to his upbringing. He now takes every opportunity he gets to pass that rich heritage on to his own 2.5 year-old son.

As the Job Mentor on site, Tijash helps workers in Señákw's Priority Workforce shape their future careers by connecting them to support and training that's available in the present. He works to identify people's individual needs and provide them with counsel and guidance to realize their full potential at Señákw and beyond.

Tijash appreciates the chance to help reconnect Squamish Nation Members to the history and Medicine of Señákw. "It's an incredible feeling when I come to work knowing that where I stand is literally where the ancestors stood," Tijash says. Being connected in that way is a powerful experience that can be bittersweet for some because it also comes with the awareness of the pain and the forceful disconnection that happened at Señákw. But he reminds folks that the village of Señákw was never surrendered; it was taken. And it's up to them to rebuild it.

"I love this job, I really do", says Tijash. What he enjoys most is seeing people's resilience and knowing that the ancestors are watching and witnessing the strength and tenacious spirits of their descendants. Even in the middle of a construction site Tijash tells people to tune in with the trees, connect with their breath, and remember the deeper story they're telling there.







## Member Housing at Seḥákw

A total of 250 affordable units have been set aside for Squamish Nation members wanting to live at Seḥákw. 128 of those units will be available in the first two phases – Phase 1 is expected to be complete by Winter 2025 and Phase 2 is anticipated to be completed in late 2026.

These member units will be managed by the non-profit housing society of the Nation, Hiýáḥ Housing. The application process — which will open roughly six months before buildings are complete — will also be managed by Hiýáḥ.

Please reach out to [info@hiyamhousing.com](mailto:info@hiyamhousing.com) if you have any questions in the meantime.

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







# Seḥákw Cultural Advisory Panel

Celebrating and honouring the Skwxwú7mesh cultural identity is at the heart of the Seḥákw Development, and we are thrilled to provide members with some exciting updates on this work.

We are excited to introduce the Seḥákw Cultural Advisory Panel (formerly referred to as the Cultural Working Group). The mission of the Advisory Panel is to define the values, structure, individuals, and desired outcomes for the infusion of cultural identity into the Seḥákw Development.

This dedicated panel will oversee all matters concerning cultural design, ensuring the integration of cultural sensitivity, diversity, and inclusivity into every facet of the project — including the common spaces of the buildings, the interior finishes of the units, and the landscaping of the Seḥákw site.

The Advisory Panel will also ensure that the public art selection process is fair and transparent. All Nation members who would like to contribute to public art on the project will have a fair and equal opportunity to do so.

Currently, the Panel is working on completing a comprehensive Public Art Masterplan document. The Panel is also developing Request for Proposals (RFPs) and a timeline for upcoming art calls, which will allow members to contribute their artistic talents to the development.

All interested artists will go through either an expression of interest or an RFP process to apply. The timeline for the application process is still being finalized. Once we have more details, they will be posted on the Seḥákw and Squamish Nation websites.

Lastly, we are pleased to share that the panel has successfully secured a dedicated artist workspace, including a residency at Granville Island, where Squamish artists will have the opportunity to showcase their talents in a high-profile public location.

As we move forward with this exciting project, we look forward to involving the Skwxwú7mesh community in the cultural decision-making process, and keeping members updated on our progress.







## Seḥákw Project Operations & Oversight

### Procurement Committee

The Seḥákw Procurement Committee has a mandate to facilitate procurement opportunities for the Nation's members, businesses, and partners in relation to the Seḥákw development. This includes ensuring Nation-member-owned businesses have the opportunity to work on the Seḥákw development.

The Committee also reviews all bid submissions for contracts on the Seḥákw development to ensure that any awarded scopes will be taking the necessary steps to maximize indigenous participation on the Seḥákw project.

The Committee consists of two representatives from the Nation/Nch'kay Development Corporation and two individuals from Westbank.

The Committee also works closely with the Nation's Employment, Education, and Training department (EET) to train Nation members who want to work on the project.

The aspirational employment target on the Seḥákw project is for 20% of the project workforce to be priority workforce. The Committee continues to make progress on the development of the mandatory employment target for the project called for in the partnership agreements.

### Employment & Training Committee

The E&T Committee has a mandate to facilitate employment and training opportunities on the Seḥákw development, including the employment of Nation members. This includes reviewing Indigenous participation within each of the contractors that are working on the project.

The Committee works with the Seḥákw Job Mentor who is on site at Seḥákw Monday through Friday to support priority workforce individuals (Squamish members, then other MST Nation members, then other Indigenous individuals, in that order).





## Finance Committee

The Seḥákw Finance Committee reviews and provides updates to the Master General Partnership regarding all financial matters of Seḥákw. This includes ensuring transparency and efficiency in financial reporting, ensuring accountability, and fostering the building of capacity within Nch'káy and the Squamish Nation on the Seḥákw project.

The Committee meets quarterly to review project budgets, proformas, quarterly reporting, and financial statements from the project. The Committee consists of two representatives from the Nation/Nch'káy and two individuals from Westbank.

## Communications Committee

The Seḥákw Communications Committee supports the commitment to transparency, and to maintain regular communication and engagement with Squamish Nation, Nch'káy, and Westbank. More specifically, the committee aims to improve accountability, build trust and credibility, enhance business achievements and results, and promote stakeholder inclusion in the progress and status of Seḥákw.

The Committee reviews all communications materials, plans, and any other external correspondence on the Seḥákw project. The Committee consists of two representatives from the Nation/Nch'káy and two individuals from Westbank.





***Follow us on LinkedIn,  
Facebook, and Twitter!***

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



Nch'kay Development Corporation



Nch'kay Development Corporation



@nchkaycorp

**Current Head Office:**

1681 Columbia Street  
North Vancouver, BC V7J 1A5

**New\* Head Office:**

#210 731 Main Street  
West Vancouver, BC V7C 0A5

*\*effective November 2023*

604-243-0802 | [communications@nchkay.com](mailto:communications@nchkay.com)