

NCH'KAÝ QUARTERLY UPDATE

TO THE SQUAMISH PEOPLE | SPRING 2024

Look out for Nch'kaý this summer!

Nch'kaý team members will be out and about this summer, promoting our businesses, projects, and career opportunities for Squamish People.

Find us at one of these upcoming events:



Squamish Nation Youth Pow-Wow

Xwmélch'stn (Capilano) Field July 5-7



Community Pride Celebration

Xwmélch'stn (Capilano) Field, July 19



Amalgamation Day

Xwmélch'stn (Capilano) Field, July 23

Do you know of an event you think we should attend? Drop us a line and we'll take a look: communications@nchkay.com.

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



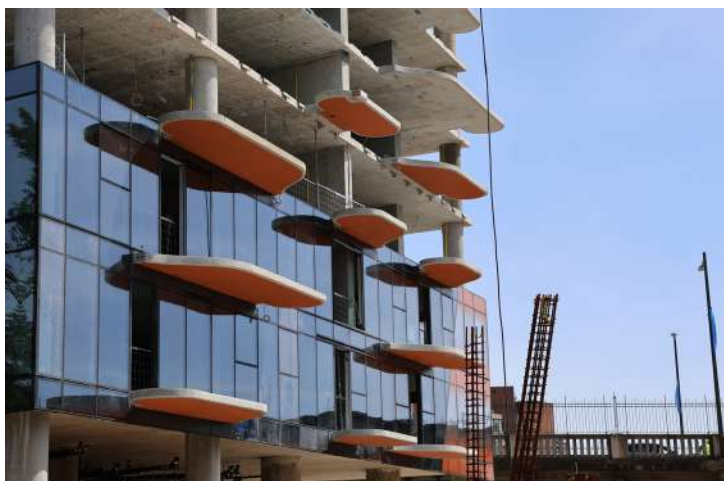


SEÑÁKW PROJECT UPDATE

Construction Update

Phase 1 construction has ascended to new heights since our last Quarterly Update. The Tower 3 structure has now reached its 13th level, Tower 2 has reached its fifth, and Tower 1 is coming out of the ground and nearing its second level. We received our full building permit for Tower 3 and the parkade of Phase One. We also began work on an additional construction access road to and from the Señákw site, using Creekside Drive. This gate is slated for operational use toward the end of the summer.

This past spring, the **first piece of curtain wall** was also installed on Phase One of Señákw. A curtain wall system is a kind of lightweight, non-structural building exterior; Señákw's is made from glass manufactured in South Korea and shipped to the project site. Curtain wall and steel framing are the latest two major trades that have started work on Tower 3.



Creative Energy, the company building Señákw's District Energy System, marked another **significant milestone**. In May, it successfully hot-tapped two, 400-millimetre connections into Metro Vancouver's 1200-millimetre diameter sewer main, unlocking the primary heating source for Señákw and its pathway towards a net zero future. Hot tapping is the process of drilling into a live, pressurized pipe without shutting down the piping system. This high-precision approach recovers waste heat on a community scale not previously attainable on a building-by-building basis. **Upon completion, Señákw will be one of the largest net zero developments in all of Canada.**



Over Spring/Summer of 2024, the Señákw development will undergo significant off-site civil work in the surrounding neighbourhood. This consists of subsurface assessments and water main upgrades starting in June. These are part of the Señákw Services Agreement that the Nation entered into with the City of Vancouver and are required before Phase 1 occupancy.

Señákw Food Truck

Our food truck at Señákw is now up and running! Owned and operated by Squamish People, we are proud to welcome The Bears Den to the Señákw site. This delectable addition has been in the works for months to ensure on-site workers are able to access quality, affordable meals while on the job.



Employment & Training

Priority Workforce Update

The latest Señákw data shows that out of roughly 230 workers on-site daily, 115 of them are Priority Workforce workers (35 Squamish People and 80 other Indigenous Peoples) — approximately 50% of the total workers on-site each day!

In March, there were 23 new Priority Workforce member hires, 13 of whom are Squamish People.

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

Employment & Contracting Opportunities for Squamish People

At Nch'kaý, we chair 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 the requirements of an Indigenous Participation Plan (IPP), which imposes requirements on project partners to employ Squamish People. This policy is also enforced on all subcontractors who bid on the project.

The IPP is meant to benefit Squamish People first and foremost. It also includes members of the broader Squamish community, as well as Musqueam and Tsleil-Waututh Peoples, and other Indigenous Peoples.

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 application or obligation on the Community Business Directory hosted on the Nch'kaý website.)*

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



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 overcome barriers, 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 our North Vancouver office at 604-985-7711 or the Squamish Valley office at 604-848-4202.

Squamish People who are 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 us at tradescentre@squamish.net. People who are 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 includes a lot more than just real estate development!

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

Some of the opportunities you will find include:

Mentorship Opportunities	Co-op Placements
Administration or Project Management	Administrative
Building Performance Specialist	Architecture & Interior Design
Commissioning	Engineering Assistant
Mechanical Designer	Engineer/Technologist

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

SEḤÁKW MENTORSHIP PROGRAM

Your first step towards a career in the exciting world of real estate development!

Learn more:
senakw.com/mentorship-program



Housing for Squamish People at Seḥákw

A total of 250 affordable units have been set aside for Squamish People wanting to live at Seḥákw. 128 of those units will be available in the first two phases – Phase One towers have staggered completion dates between November 2025 and July 2026, and Phase Two is anticipated to be completed in early 2028.

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

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 Hiýám	5+
1 Bedroom	16	"	16+
2 Bedroom	24	"	24+
3 Bedroom	18	"	18+
Total	63 units	65 units	128 units





BUSINESS OPERATIONS UPDATE

The Business Operations team looks to the Squamish values of Úxwumixw (community), Nexwniw (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.

Mosquito Creek Marina

After an independent marina condition assessment concluded that the majority of Mosquito Creek Marina (MCM) docks had reached their end of serviceable life, MCM issued a notice to all Boat and Boatshed moorage customers on Dec. 5, 2023, advising them that all property must be removed from the Marina by May 31, 2024.

Moorage customers of float homes, live-aboard boatsheds, and live-aboard boats were not required to vacate the Marina by May 31, 2024. The secure docks are currently accommodating these residents, while the most pressing safety concerns and required remedial work are addressed in other areas of the Marina.

There is no developer involved in the closure of the Marina. Nch'káy and the Squamish Nation remain focused on addressing the immediate priorities of assessing and ensuring the safety and security of the Marina and its occupants. Nch'káy and the Nation will carefully consider all feasible options for future use of the site as a portion of the Nation's Reserve Lands.

Visit www.nchkay.com/mcm-updates or scan the QR code to read a summary overview of the situation and find answers to the most frequently-asked questions.



How were Squamish People impacted?

At the time the closure was announced, there were six boat sheds and three boats owned by Squamish People at Mosquito Creek, as well as two slips used by the Canoe Club.

Squamish tenants were accommodated and were not required to find alternate moorage outside of an Nch'káy-owned marina (i.e., Lynnwood or Mosquito Creek Marina). Any Skwxwú7mesh-owned vessels required to move will be provided with a minimum six months' notice. MCM will provide support with the relocation to ensure no added costs to these individuals.

All staff at MCM, including the 20 Squamish People who work there, will be unaffected by the changes at the Marina. There will be no loss of jobs or income as a result of this necessary repair work taking place.





SPOTLIGHT ON SQUAMISH BUSINESS

Josh Redpath of the Squamish Nation sometimes jokes that he was “born in the back of a truck.” He inherited his love of the moving industry from his father and uncle and started packing up furniture with them at the age of 12.

Josh bought his first moving company franchise at 24 years old, and in 2013, rebranded it as Redpath Relocations. Since then, the company has roughly tripled its workforce and fleet size, landing major commercial moving contracts for clients across British Columbia, Alberta, and the United States.

Redpath Relocations provides commercial and residential moving services, installation, and short- and long-term storage options. It also strives for sustainability from door-to-door, donating or recycling unwanted equipment and furniture that can still be reused.

“We try to eliminate any landfill contributions,” Josh said. “The cheapest option is just to throw it away, but I have kids and I want them to see a future.”

His advice to aspiring Indigenous entrepreneurs?

NEVER GIVE UP. THERE’S ALWAYS GOING TO BE SOMETHING TO STOP YOU AND I THINK THAT’S WHEN YOU KNOW YOU’RE GETTING SOMEWHERE – WHEN YOU START HITTING THESE WALLS. THE MORE YOU GET OVER THEM, THE EASIER THE NEXT ONE IS. YOU KIND OF JUST HAVE TO ENJOY THE JOURNEY, LEARN FROM THE MISTAKES, AND ASK FOR HELP.

These days, you can catch Redpath Relocations moving equipment and materials to and from the Seḥákw site. The company is currently hiring and Josh encourages Squamish People to apply. For more information, email info@redpathrelocations.com or visit www.redpathmoving.com.

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



Josh Redpath is the Chief Operating Officer of Redpath Relocations, a commercial and residential moving company with offices in Coquitlam, West Vancouver, and Calgary.

Congratulations!

Josh and Redpath Relocations have been nominated for the BC Achievement Foundation’s 2024 Indigenous Business Award. The winner will be announced in the fall.



JOIN THE BUSINESS DIRECTORY

Nch'káy Development Corporation is proud to support business opportunities for all the Nation's entrepreneurs, both directly and indirectly. More than 225 verified Squamish-owned businesses are featured on our business directory.

Frequently Asked Questions

Answered by Jody Antone, Business Opportunity Manager, Business Development



What is the Squamish Nation Community Business Directory?

The Squamish Nation Community Business Directory is a list of verified businesses owned by our Skwxwú7mesh People, from construction to crafts. The directory operates like a phone book for anyone seeking Indigenous goods and services. This includes external companies, organizations, and individual shoppers, as well as the Nation.

Want to learn more? Call us today at 604-290-5184, email Jody at jody_antone@nchkay.com, or scan the QR code to be taken to the Squamish Nation Community Business Directory.



What businesses are eligible to be listed?

To be on the Directory, you must be a status member of the Squamish Nation and own 51% of the business. Your business may fall under any of our 34 categories, such as entertainment, accounting, car detailing or food and beverage services.

What are the benefits of joining?

There are many benefits to listing your business on Nch'káy's verified directory. It's free advertising, which is especially helpful for Squamish-owned businesses that have no website.

The Squamish Nation Community Business Directory is also distributed to all of Nch'káy's and the Nation's business partners and endorsed businesses, who are encouraged to hire off of the directory.

How can I apply?

To get your business listed on the directory, fill out the application form on Nch'káy's website and send it to me by email at jody_antone@nchkay.com.





LIGHTS, CAMERA, ACTION!

Sqomish Forestry makes its documentary film debut.

In January, Sqomish Forestry staff were interviewed for a documentary and podcast on Indigenous leadership in the forestry sector by the Indigenous Resource Network (IRN). The IRN is an independent, non-partisan advocacy organization that amplifies the voices of Indigenous resource workers and businesses.

At first, Roger Lewis admits he was nervous. But after a few minutes of answering questions from the Indigenous Resource Network (IRN), the lights, cameras, and microphones seemed to melt into the background.

“It was a great experience,” said the Superintendent of Special Projects with Sqomish Forestry. “The finished product was excellent and I’ve had a lot of feedback and input regarding that and everything’s just been positive.”

Roger is one of two Sqomish Forestry team members interviewed in the 16-minute documentary, *Stewards of the Forest: Indigenous Leadership in Forestry*, released in May. Also featured is log sort manager Kayla Buckley.

Lewis and Buckley hail from generations of Sḵw̓xwú7mesh foresters with deep connections to the land.

“It’s kind of been something that my family, on my dad’s side, has been doing since my grandfather’s grandfather’s grandfather, so I guess you could say it’s in my blood,” Buckley said in the film. “I got lucky enough to do it.”

Stewards of the Forest explores the stories of Indigenous forestry workers and celebrates their contributions to economic reconciliation and sustainability within the industry.

Roger Lewis said those are important stories to tell.

“Forestry is managed in a more sustainable way nowadays, compared to the ‘70s and ‘80s, where it was just pound everything out and clearcut. As long as it’s managed the proper way and you take care of the land and wildlife, we can all work together.”

Sqomish Forestry conducts selective logging in TFL (tree farm license) 38 in the Squamish Valley, plants three trees for every tree logged, pauses its harvesting for bird nesting, and steers clear of important habitats for moose, grizzly bears, mountain goats, and more.

Roger said he’s proud to showcase the company’s work to the public and other Squamish People – including those who may be looking for their next job opportunity.

“Anyone who is interested and would like to get a foot in the door – this is a great way to start, through Sqomish Forestry and Nch’kaý.”

He also hopes more chances to share more about the industry and its Indigenous stewards will come his way.



Scan the QR Code to watch ‘Stewards of the Forest: Indigenous Leadership in Forestry, Part 1’ on YouTube. Part 2 is slated for release on June 21, 2024.

You can listen to Roger Lewis on the Indigenous Voices in Resource Development podcast on YouTube here.



HR & STAFFING UPDATES

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.

Celebrating Success

We have recently promoted three outstanding team members for their exceptional dedication and contributions to Nch'káy:

- Val Turner joined the Head Office Finance team as a Controller, transitioning from a Controller position at Sqomish Forestry
- Emma Hempstead was promoted from Senior Accountant to Accounting Manager
- Rupinder Palia was promoted from IT Associate to Senior Systems Administrator

Congratulations to Val, Emma, and Rupinder, all of whom have demonstrated exemplary service and commitment in their respective roles.

A warm welcome to our newest Nch'káy Team Members:

Name	Role	Nation Affiliation
Andrew Widdows	Desktop Support Specialist, Nch'káy Head Office	Squamish Nation
Alina Lyusak	Executive Administrator, Real Estate & Development, Nch'káy Head Office	—

CAREERS AT NCH'KAÝ

If the idea of working towards contributing to the long-term wealth and prosperity of the Skwxwú7mesh Úxwumixw and Skwxwú7mesh People sounds appealing 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 a period of two weeks before we consider external applicants.

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

Meet Andrew Widdows

Andrew Widdows joined Nch'káy's Head Office team in March as a Desktop Support Specialist. As a Squamish Person, Andrew brings not only technical expertise but also a deep sense of pride in contributing to his community through this role.





*Rick Guerrero
General Manager, Lynnwood Marina*

Strong Squamish & Indigenous Representation Throughout the Company 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, our staff are over 60% Indigenous, with the large majority of those being Squamish People.

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

Entity	Employees	Indigenous	Squamish Nation	Other Nation	Non-Indigenous
Head Office	39	15 (38%)	10 (26%)	5 (13%)	24 (61%)
Mosquito Creek Marina	20	20 (100%)	17 (85%)	3 (14%)	0
Mosquito Creek Marina Smoke Shop	3	3 (100%)	3 (100%)	0	0
Lynnwood Marina	10	5 (50%)	4 (40%)	1 (10%)	5 (50%)
Cap River RV Park	12	10 (83%)	10 (83%)	0	2 (17%)
North Vancouver Gas Bar	14	10 (71%)	9 (64%)	1 (7%)	4 (29%)
Squamish Valley Gas Bar	10	4 (40%)	3 (30%)	1 (10%)	6 (60%)
Sqomish Forestry	2	2 (100%)	1 (50%)	1 (50%)	
Retail Operations	2	1 (50%)	1 (50%)	0	1 (50%)
Total	112	70 (62%)	58 (52%)	12 (11%)	42 (38%)



***Follow us on LinkedIn,
Facebook, and X (Twitter)!***

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



Nch'kay Development Corporation



Nch'kay Development Corporation



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