



# LOOKING BACK ON THE 2024 ANNUAL GATHERING

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What we shared & what you wanted to know



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# Looking Back

The Nch'káy Annual Gathering is our chance to show and share the work we do to support the wealth and prosperity of the Squamish Nation and Squamish People.

It's also an opportunity to strengthen our relationships with the community we serve, hear their feedback, and have some fun together.

This year, we hosted our 3rd Annual Gathering on two dates:

- **Wednesday, Nov. 6, 2024**, at Chief Joe Mathias Centre on the North Shore
- **Saturday, Nov. 9, 2024**, at Totem Hall in the Squamish Valley

**In total, approximately 175 of our  
Skwxwú7mesh friends and family joined us—  
our best turnout ever!**



Participants enjoyed a delicious meal, watched our 2023 Annual Report video, and listened to a short presentation from our leadership.

Afterward, they had an opportunity to ask questions and chat with each of our teams at the following stations around the room:

- **Governance and Leadership**
- **Real Estate & Development**
- **Business Development & Nch'ú7mut Contracting**
- **Operating Businesses**
- **Sqomish Forestry**
- **Human Resources**
- **Finance and Information Technology**

*Read on to view the presentation from our leadership and materials we shared at the information stations*

Hiyám Housing and the Squamish Nation's Employment & Future Skills team also joined us, to help ensure our community has access to all the information they need about important topics like housing and career supports.



Participants earned stamps from each conversation with our team members, as well as Hiyám and Employment & Future Skills. At the end of the Open House, they exchanged these stamp cards for entries into our draws for door prizes.

# What We Shared

## Nch'kay 2023 Annual Report Video

Some of our community requested access to the video that was shared during the Annual Gathering meals at both Chief Joe Mathias Centre and Totem Hall.

The 2023 Annual Report video captured all of the financial, business, and cultural highlights of last year, with featured interviews from our Skwxwú7mesh leadership and team members.

**CLICK HERE**



**to watch the video on YouTube.**




# \*NEW\* 2024 Annual Gathering Video

We're also pleased to share a new video with our community: highlights of our the 2024 Annual Gathering!

If you attended the celebration at either Chief Joe Mathias Centre or Totem Hall, you may remember someone with a camera wandering around. These photographers captured all the special moments we shared together.

See if you can spot a friend or relative!

**CLICK HERE**  to view the full video on YouTube.



# Annual Gathering Presentation

Our team shared a high-level presentation to make sure all attendees were familiar with who Nch'kay is and what we do. Below, we've included the full presentation delivered at our 2024 Annual Gathering.

**CLICK HERE**  to view the full presentation.

## Learn more & ask questions

- Business Development
- Business Operations
- Finance & IT
- Governance & Leadership
- Human Resources
- Real Estate Development
- Hi'yám' Housing

*Note: Hi'yám' Housing is a distinct entity (separate from Nch'kay) responsible for delivering affordable housing options to the Squamish People*

## Questions on the content?

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

# Annual Gathering Station Information




**CLICK HERE**




to view the informational posters displayed at each of our teams' stations.

## Meet Our Leadership Team

### Board of Directors

 <b>Joy MacPhail</b> Chair, Independent	 <b>Tiyáitellut Kristen Rivers</b> Squamish Nation Council	 <b>Syexwáiyá Ann Whonnock</b> Squamish Nation Council	 <b>Walter Schneider</b> Nation Member Director
 <b>Susan L. MacLaurin</b> Independent	 <b>Mike Magee</b> Independent	 <b>Heather Tremain</b> Independent	









### Executive Leadership Team


 <b>Mindy Wight</b> Chief Executive Officer	 <b>Dennis Murphy</b> Chief Financial Officer	 <b>Jennifer Podmore Russell</b> Executive Vice President, Real Estate & Development	 <b>Sean Ruzicka</b> Executive Vice President, Business Development & Partnerships
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## Meet Our Leadership Team

### Senior Leadership Team

 <b>Molly Hudson</b> Vice President, Forestry & Sustainability	 <b>Sarah Silva</b> Vice President, Real Estate & Development	 <b>Deb Best</b> Director Human Resources	 <b>Anthony Danielov</b> Director Strategy & Acquisitions
 <b>Lauren English</b> Director, Real Estate & Development	 <b>Lauren Hutchison</b> Director Communications & Engagement	 <b>Caitlin Popplewell</b> Director Finance	 <b>Wesley Wong</b> Director Information Technology
 <b>Kerry Harrington</b> Office Manager & Executive Assistant to the CEO	 <b>Sheona Docksteader</b> Corporate Secretary		



# FOLLOWING UP

## FREQUENTLY ASKED QUESTIONS

Over the course of our two Annual Gathering events, our team members had hundreds of meaningful conversations with our Skwxwú7mesh community.

We thank everyone who took the time to participate, ask questions, and share their thoughts as we work to deliver the best results for the Nation and Squamish People.

**To ensure equal access to all of the information we shared about who we are, and what we do, we've compiled a list of answers to some of the most common questions we heard at the 3rd Annual Gathering.**

### 1. Who is Nch'kay and what does Nch'kay do?

Nch'kay Development Corporation (Nch'kay) is the economic development arm of the Squamish Nation—the Skwxwú7mesh Úxwumixw. Nch'kay is helping to provide for the Squamish Nation's future. Since 2018, we've focused on growing businesses that create jobs, generate wealth, and secure long-term prosperity for the Squamish People—all while keeping business and governance separate to ensure clear accountability and sustainable growth.



## 2. How involved is the Squamish Nation in financial decisions made by Nch'kay?

Nch'kay and the Squamish Nation have a strong governance structure in place to ensure close alignment between the Nation and its economic development arm, particularly around financial decision-making. Each year, the Squamish Nation Council reviews and approves Nch'kay's annual budget, which is presented along with a detailed plan of activities for the coming year. Before our budget goes to Council, it is first reviewed and approved by Nch'kay's Chief Executive Officer and Chief Financial Officer, then Nch'kay's Finance and Audit Committee of the Board, and finally, by Nch'kay's Board of Directors. Annual planning is done in accordance with the mandate laid out by Council, as well as Nch'kay's policies and strategic objectives.

Any significant decisions—financial or otherwise—that were not already captured in the approved plan and budget are presented to the Nch'kay Board, and subsequently to Council, for approval.

## 3. How many Squamish People are employed at Nch'kay?

As of November 2024, there were 60 Squamish People employed at Nch'kay and across our Operating Businesses.

Of those 60, 23 are in leadership or management positions and 14 work in our Head Office.

We publish up-to-date employment demographic information in each issue of our Quarterly Update. Find those [here](#).



## 4. How can I get a job at Nch'kay and what kind of education is required?

Opportunities for qualified Squamish People are our priority when hiring, followed by other Indigenous candidates, then non-Indigenous candidates. All new job openings are posted with the Squamish Nation for two weeks before we consider non-Squamish applicants. You can find all of our available postings on the [Careers page](#) of our website, or check our [LinkedIn page](#) for updates.

There are opportunities at Nch'kay for qualified people with all kinds of educational, work, and life experiences. When evaluating a candidate, we consider the skills and experience they bring to the table, including those that may not be best represented on a paper application. We also provide professional development and training opportunities on an individual basis.

Some positions at our Head Office require a post-secondary or graduate degree as well as several years of direct and relevant experience for management and Executive positions; others may require a college diploma or certificate paired with related experience. Some of our full-time retail, part-time, temporary, or contractual opportunities may require a high school diploma or related work experience.

Feel free to email [HR@nchkay.com](mailto:HR@nchkay.com) any time to talk about your career goals, aspirations, and experience. We'd love to have a conversation about how we can help you get there.



## 5. How do you teach and promote Skwxwú7mesh culture and cultural safety in a multi-cultural work environment like yours at Nch'káy?

Nch'káy values are Skwxwú7mesh values. Our values are foundational to an exceptional team member experience, and we integrate them into our hiring, training and performance review practices, and our communications with team members.

Last fall, we launched a revised Cultural Orientation Program for new team members, introducing them to Skwxwú7mesh storytelling and teaching, harvesting, and art, with help from Elders and community leaders. We also provide our entire team with access to Skwxwú7mesh sníchim (Squamish language) resources and integrate the language into our everyday activities.

To advance and improve cultural knowledge and safety in our workplace, in January, we hired a new Human Resources Advisor for Squamish Nation Engagement & Culture. Working on an 18-month contract, this advisor will deepen and optimize Nch'káy's cultural practices that align with Nation values, language, history, and evolving Community themes, as well as educate our team members on cultivating safety and collaboration, career development, community resources, and representation opportunities.



## 6. How are you supporting the Squamish Nation's small business owners?

Our mandate is to support the long-term wealth and prosperity of the Nation and its People as a whole. Still, we support Skwxwú7mesh entrepreneurs in several ways:

1) the [Nch'ú7mut Endorsed Business Registry](#) (see next page for more);

2) the [Squamish Nation Community Business Directory](#) (see next page for more); and

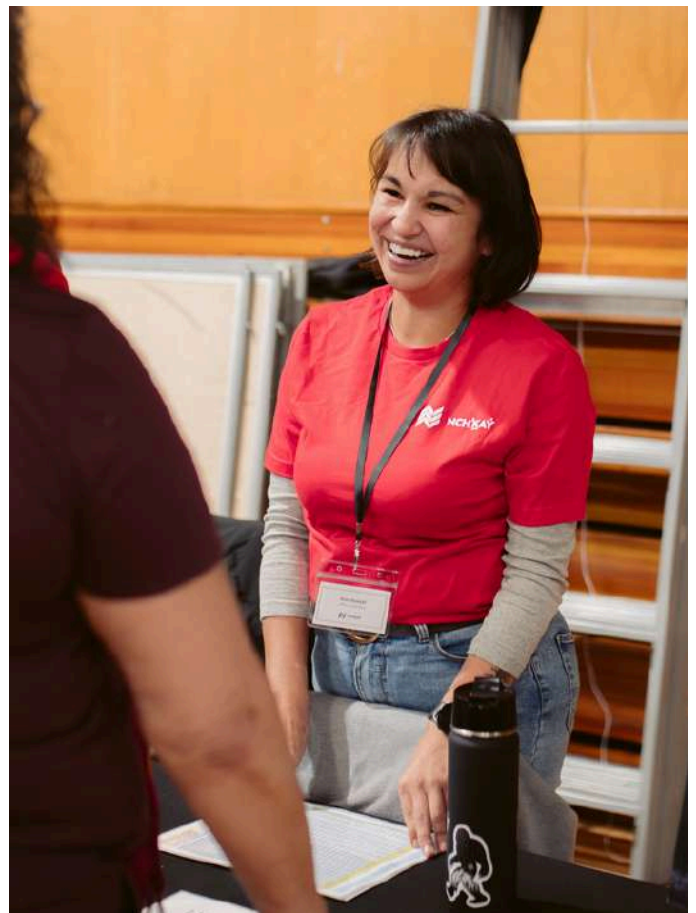
3) the regular procurement of goods and services from Skwxwú7mesh small business owners, such as for the catering of Nch'káy meetings and events, the cleaning of our office space, or the purchase of artwork for our locations.

*You can read more about the Nch'ú7mut Endorsed Business Registry and the Squamish Nation Community Business Directory on the next page.*

We also sometimes receive questions about the \$500 grants that used to be available to support the Nation's small business owners. The Squamish Nation's Small Business Office, which used to distribute these grants, closed more than two years ago, and funding for that service was never transferred to Nch'káy or our entities.

The Squamish Nation Training and Trades Centre is now spearheading initiatives to support Skwxwú7mesh small business owners, including through the creation of a new Nation-led entrepreneurial hub.

For more information on that process, as well as other Nation supports for small business owners, please contact: [tradescentre@squamish.net](mailto:tradescentre@squamish.net).



## Nch'ú7mut Endorsed Business Registry (NEBR)

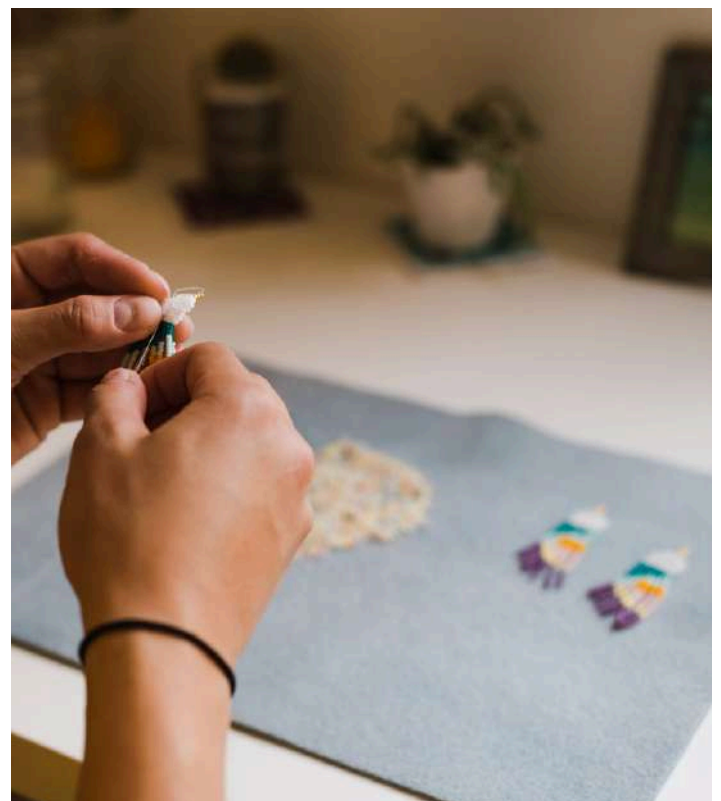
The NEBR is a database of businesses that have applied and been approved to receive support in pursuit of procurement opportunities in exchange for a return of value to the Nation. There are 14 Sk̓wx̓wú7mesh-owned businesses on this list. There are also 20 businesses on the list that have ownership partnerships with Squamish People. In 2024, our Nch'ú7mut Contracting team supported these businesses in landing 39 contracts worth more than \$101.3 million on 10 projects. *(Note: The contract value covers equipment, wages, and expenses necessary to perform the contracted work and is not representative of profit realized by these businesses.)*

Businesses on the NEBR do not have to be owned by Squamish People, however, they must be aligned with Nation values, and commit to shared revenue, sub-contracting, employment opportunities, training initiatives, and living wage benchmarks for Squamish People in exchange for our support.

## Squamish Nation Community Business Directory

The Squamish Nation Community Business Directory functions like a phone book for businesses that are majority-owned by a Squamish Person, allowing anyone who wants to hire or purchase Sk̓wx̓wú7mesh goods and services to easily search and find a Sk̓wx̓wú7mesh vendor.

We also improve the visibility of interested business owners on our Directory through our monthly 'Squamish Nation Community Business Directory Spotlight' on social media, which promotes and shares the success of a Sk̓wx̓wú7mesh entrepreneur.



## 7. How can I get an apartment through Hiýám Housing or at Seńákŵ?

### Hiýám Housing

Hiýám Housing is a separate entity from Nch'kaý with its own Board of Directors and CEO. It is the non-profit housing arm of the Squamish Nation, and owns and manages housing for Squamish People.

To be eligible to live in Hiýám Housing-managed properties, applicants must be a Squamish Nation Person or caring for a Squamish Nation Person.

A list of properties that are accepting applications, instructions for filling out applications, and all of the application forms are available [here on Hiýám's website](#).

Applicants can type their details into a form and email it to [applications@hiyamhousing.com](mailto:applications@hiyamhousing.com), or print the form and fill it out by hand, then mail or drop it off at Hiýám Housing, 336 W. 4th St., North Vancouver, BC V7M 1J1.

For support with the application process, email [info@hiyamhousing.com](mailto:info@hiyamhousing.com) or call 604-210-9126.

### Seńákŵ

A total of 250 affordable units have been set aside for Squamish People who want to live at Seńákŵ. Units for Squamish People will be managed by Hiýám, and we look forward to welcoming our first tenants late in 2025. The application process, also managed by Hiýám, will open roughly six months before buildings are complete.

To express your interest in living at Seńákŵ and learn more, register for updates on Rental Information and Project Milestones on the [Seńákŵ website](#).



## 7. What is Nch'kay's role in the development of Nation-owned land and assets?

As the economic development arm of the Nation, Nch'kay's role is to lead and support the planning, development, management, and implementation of economic development for Skwxwú7mesh lands, in collaboration with the Nation and Hi'yám Housing, as well as to generate, manage, and own business and investment opportunities in alignment with Nch'kay's mandate and strategy.

Our Real Estate & Development, Business Development, and Nch'ú7mut Contracting teams advance site design and construction, with a commitment to creating opportunities for Skwxwú7mesh entrepreneurs and businesses along the way. These opportunities may be in the fields of construction, real estate, retail, accounting, engineering, architecture, food and beverage service, and more.

We also help lead community engagement on the Land Development Strategies.

Details of future engagement opportunities will be shared with the community through the Nation's communication channels.

Nch'kay also owns and operates other Nation assets on the Nation's behalf, including the following businesses: Capilano River RV Park, Lynnwood Marina and Boatyard, the North Vancouver Gas Bar (retail only) and Smoke Shop, Mosquito Creek Marina, the Squamish Valley Gas Bar, and Sqomish Forestry.

In addition, Nch'kay owns and manages the Nation's investment in Cedar Leaf Capital Inc., Canada's first majority Indigenous-owned investment dealer. Cedar Leaf Capital is co-owned with Scotiabank, Des Nedhe Financial LP, and Chippewas of Rama First Nation.

All together, these investments will result in increased infrastructure value, revenue, and profit margins, while continuing to enhance career opportunities for Squamish People.

# Conclusion

We're pleased so many of our Skwxwú7mesh friends and family could join us for the 3rd Annual Gathering in November.

We hope this document has provided an informative and refreshing recap of the event for those of you who could attend, and for those who could not, an understanding of what took place and the information we shared.

As Squamish People, your feedback and opinions matter deeply to us. Questions or comments on this year's Annual Gathering, or this document, can be sent any time to [communications@nchkay.com](mailto:communications@nchkay.com).

In the meantime, please follow along on social media. You can find us on [Facebook](#), [Instagram](#), & [LinkedIn](#), where we regularly share news, photos, and key updates.



**Chet**  
**wanáxwstúmiyap**  
**(We respect you all)**



## Stay in touch!

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