

NCH'KAÝ QUARTERLY UPDATE

TO THE SQUAMISH PEOPLE | SPRING 2025

Nch'kaý has been named **5th on *Fast Company's* 2025 list of Most Innovative Companies in Corporate Social Responsibility** for "finding creative solutions to cut through red-tape and build innovative, sustainable housing." We're honoured to be positioned among influential global brands like Cisco Security and TOYOTA.

One of North America's Leading Companies in Corporate Social Responsibility!

Along with these companies, *Fast Company* writes that our "ethical bets are reshaping their internal operations and driving real financial returns."

Scan the QR Code to read the article and learn more about our nomination!



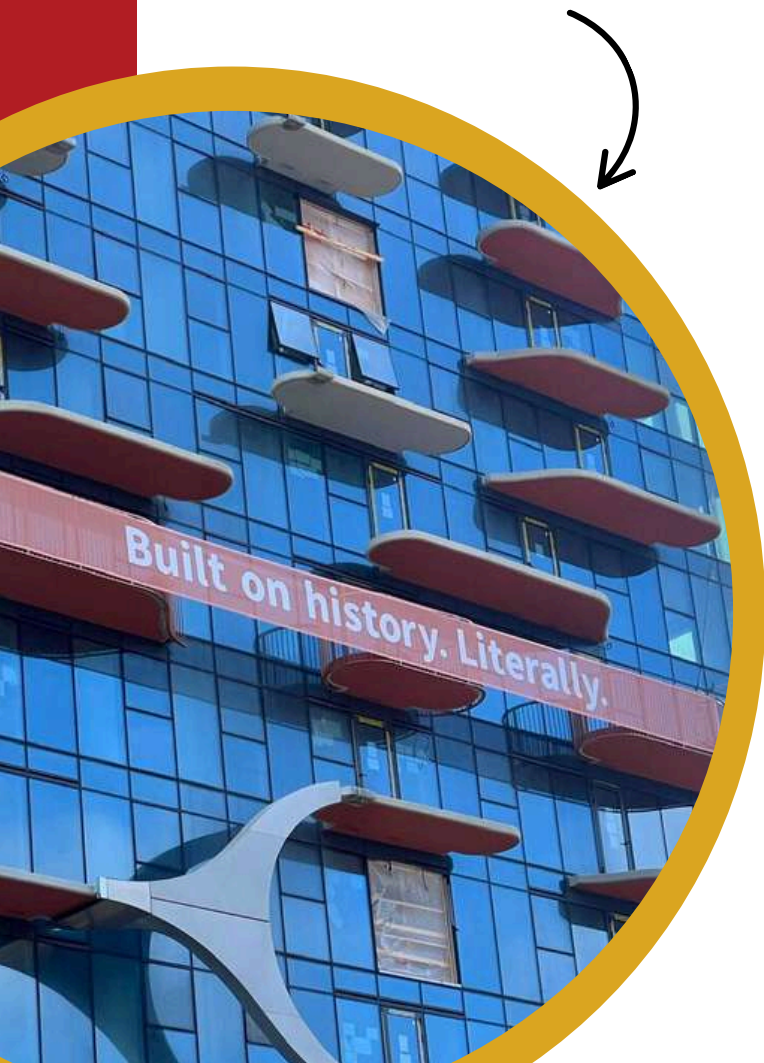
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SEÑÁKW UPDATE | Construction

After more than 33 months of construction at Señákw, Tower 1 has reached its full height at 26 floors, and Towers 2 and 3 have soared past their **33rd and 40th floors, respectively**. The installation of curtain walls, steel stud framing, and mechanical hardware is on schedule, and interior finishes such as cabinets, countertops, flooring, and appliances are progressing on all three towers. **Tower 1 is slated for completion in late 2025 and will welcome tenants in early 2026.** Towers 2 and 3 will continue to progress with target completion dates in late summer 2026.

Within the next few weeks, we anticipate decorative trigons arriving for installation on Tower 1, with many more exciting art features to come. You may have already noticed a new banner on Tower 3, informing guests of our important connection to this historic Squamish village!



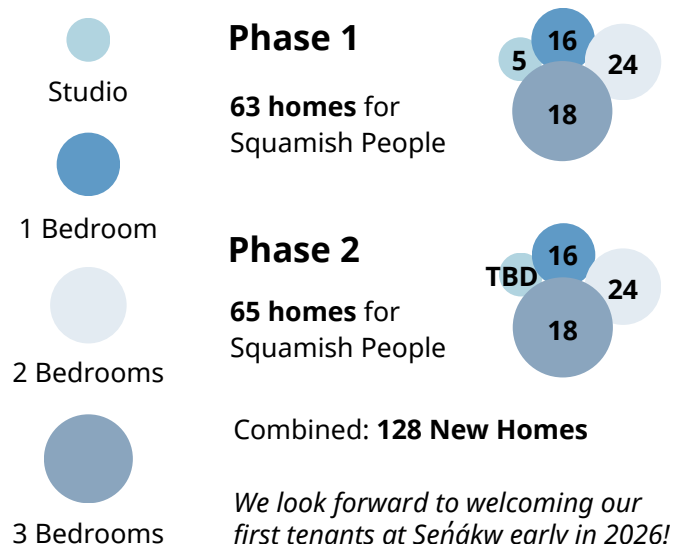
As civil work continues, including all of the utilities needed to service Señákw, landscaping work will soon begin. Other features, such as concrete courtyards, walkways, and sidewalks will follow. Nearby work is also nearing completion in the Kits Point neighbourhood, and we have wrapped up storm drainage work along the seawall near the Burrard Street Bridge. This marks the end of seawall closures due to Señákw's construction.

Interested in Living at Señákw?

A total of **250 affordable units** across all phases have been set aside for Squamish People wanting to live at Señákw. Phase 1 towers have staggered completion dates between December 2025 and summer 2026, and Phase 2 is anticipated to be completed in early 2029.

Squamish People living at Señákw will be supported by the Nation's non-profit housing society, Hiýárn Housing. The application process, also managed by Hiýárn, will open roughly six months before buildings are complete.

Please reach out to info@hiyamhousing.com if you have any questions in the meantime, and [register for updates on Rental Information, Project Milestones, and Art Integration on the Señákw website: \[senakw.com/contact\]\(http://senakw.com/contact\)](#)



SEÑÁKW UPDATE | Art & Culture

Celebrating and honouring the Skwxwú7mesh cultural identity is at the heart of the Señákw development. The **Cultural Advisory Panel** defines the values, structure, and desired outcomes for the infusion of this identity into the village at Señákw.

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.

New Language Team

In March, the Cultural Advisory Panel partnered with the Squamish Nation's Paháyikwup (Language Commission) to establish a process that can better accommodate the pace and volume of translation requests related to Señákw, including building names, street names, and more. A new Señákw Language Sub-committee was formed to handle more time-sensitive requests and now meets biweekly while upholding and honouring the Nation's usual translation protocols.

Storytelling On Site

In April, the Cultural Advisory Panel also supported the addition of Austin Harry to the project's branding and marketing efforts. Austin now works as the illustrator for visual storytelling work around Señákw, bringing a distinctly Skwxwú7mesh lens to the imagery we share with the broader public. Up-and-coming videographer Leighton Louie Baker has also been engaged to capture and document the early moments of the illustration process.

Meet the Artists

Earlier this year, the Cultural Advisory Panel awarded the 2D graphic design artwork for Phase One of the project.

We're delighted to announce the successful Skwxwú7mesh artists here:

- Himikalas, Pam Baker
- Ann Broomfield
- Sinàmkín, Jody Broomfield
- Christina Capilano
- Chepximiya Siyam' Janice George & Skwetsimeltxw Willard 'Buddy' Joseph
- David Gonzales
- Ryan Johnston
- Kwewawtennat, Virginia Johnston
- Anthony Joseph
- Siyaltenaat, Joy Joseph-McCullough
- Siobhan Joseph

Want to learn more?

Watch for Panel Updates
and art opportunities here:





Señákw Mentorship Program

The Señákw Mentorship Program provides Squamish People and Priority Workforce members access to paid learning and potential future career opportunities through exclusive, behind-the-scenes looks at the various types of jobs linked to the project.

Candidates are matched with participating consultants on the development, with placements ranging from one-week shadowing periods to six-month co-ops.

Current openings, available to people with a variety of skills, education, and life experiences, include:

- Administrative Assistant
- Equipment Room Technician
- Lab Technician
- Project Management
- And more!

Check the Señákw Careers page for the latest job and mentorship opportunities.



As new trades arrive on site in the next six to 12 months, new positions will be posted.



Interested in Working or Contracting at Señákw?

If you own a business and wish to be contacted when procurement opportunities are 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 majority-owned by a Squamish Person can be listed without obligation on the Business Directory hosted on the Nch'kaý website.)*

Please visit the Nch'kaý website or email applications@nchu7mut.com if you have questions or require assistance with procurement opportunities.

Employment Support from the Stitsma Career Centre

The Stitsma Career Centre offers employment and training services to Indigenous clients who are Status, Non-Status, Métis, or Inuit, helping them upgrade their skills, secure credentials, and eventually gain employment. For support obtaining employment at Señákw, email stitsma_career@squamish.net.

Squamish People interested in long-term training to obtain work on the project should contact the Nation's Training and Trades Centre (TTC) at 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 at post-sec@squamish.net.

LOOKING FOR WORK NOW?

Scan the QR code to visit Stitsma's online job bank, updated weekly with new job openings available to Squamish People!



Priority Workforce Update

The latest data shows that out of roughly 480 workers at Señákw daily, **126 of them are Priority Workforce workers (24 Squamish People and 102 other Indigenous Peoples)**—approximately 31% of the workers on-site each day!

Note: Priority Workforce on the Señákw project defines the order of opportunity for workforce positions: Squamish People, then other members of the Squamish Nation community, then Musqueam and Tsleil-Waututh Peoples, followed by members of other Indigenous Nations.

SQOMISH FORESTRY UPDATE

Cultural Wood for Our People

Sqomish Forestry plays an important role in collecting, storing, and distributing cultural wood (red and yellow cedar) and non-cultural wood (fir and hemlock) for our Skwxwú7mesh community. Cultural wood is used for carving poles, canoes, panels, and masks, as well as burning at memorials, while non-cultural wood may be used as standard firewood or milled into lumber for Nation operations.

Our team works closely with the Nation's Ta na wa Yúus ta Stitúyntsah (Rights & Title) and Ta na wa Ns7éyxnitm ta Snewíyelh (Language & Cultural Affairs) teams to house, process, and manage some of the Nation's supply before it's donated to the community, or to an artist for a Nation-supported project

In 2024, we delivered about 12 pickup truck loads of firewood to Squamish People, including Elders and residents of the Squamish Valley and North Shore, and supported the distribution of multiple cultural logs.

If you're a Squamish Person who would like to request cultural wood, please email roger_lewis@nchkay.com.



Above: The Sqomish Forestry team takes University of British Columbia Master of Sustainable Forest Management students on a tour of the Sqomish Log Sort and Squamish Community Forest in January.

Did You Know?

Reforestation is one of many ways Sqomish Forestry prioritizes sustainability and resilience on Skwxwú7mesh temíxw (Squamish land), protecting our resources now and for generations to come.

In 2024, our Sqomish Forestry team planted:



100,550 trees

We're also pleased to report that our 2024 seedlings had a:



**70% spring
survival rate**

This year, Sqomish Forestry is working on a new forestry framework to further align our practices with the Stséktsek Forestry Framework. We look forward to sharing more with the community when the work is complete.

BUSINESS DEVELOPMENT UPDATE

Protection, Partnership, Preparedness: The Cheekeye Debris Barrier

The new Cheekeye Debris Barrier is currently under construction near the northeast corner of Alice Lake Provincial Park, through a partnership between the Squamish Nation and developer Matthews West, in collaboration with the District of Squamish, B.C. Ministry of Transportation and Infrastructure, and other stakeholders.

The Nch'kay' team is providing ongoing coordination, procurement, and administrative support on behalf of the Nation, and **we're pleased to report that, as of March, the barrier is 40% complete and on track for completion by summer 2025.**

Once completed, the new barrier will be able to retain some 2.8 million cubic metres of debris in the event of a landslide, providing sustained benefits to Squamish People and the broader community:

- **Protection** for five nearby Skwxwú7mesh villages from debris flow stemming from the flanks of Nch'kay' (Mount Garibaldi)
- **Partnership** in new developments and procurement opportunities on land that will be secured and accessible
- **Enhanced preparedness** and resilience to extreme climate events and disasters

Having the debris barrier in place will unlock 538 acres of Cheekeye Fan lands for development with partner Matthews West based on the original deal established by the Nation in 2013.

The Business Development team, through Nch'ú7mut Contracting and with support from our Real Estate & Development team, will ensure 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.

The Cheekeye Debris Barrier is one of several ways we are supporting investments and infrastructure that will generate long-term wealth and prosperity for Squamish People.



Construction on the debris barrier in January.

The Business Development team analyzes new economic opportunities, leads complex negotiations, and executes on special projects with a focus on real estate support and major capital infrastructure projects that align with Squamish Nation values and strategic priorities.

SPOTLIGHT ON SQUAMISH BUSINESS

Revive 'Wa áynexwi7' Day Spa

With each new design for a client near or far, Skwxwú7mesh artist and entrepreneur Santana Walker brings new meaning to the expression, "nailed it."

Santana owns Revive 'Wa áynexwi7' Day Spa, a busy salon on the Squamish Nation's Xwmélch'sten (Capilano) Reserve that offers facials, massages, nail enhancement, pedicures, and manicures. But her unique nail art, applied in what she describes as a "contemporary Coast Salish style," has taken her business far beyond the North Shore, shipping press-on designs as far as the island of Guam.

"Because I'm working with such a small canvas, the art really does have to take more of a contemporary form over traditional," Santana explained. "I feel blessed to even have the opportunity to decolonize in this way. I haven't perfected it, but it's definitely come a long way and I'm really proud of what I do."

In February, Santana's nail art was spotlighted on social media by the Smithsonian's National Museum of the American Indian in Washington, DC. Yet, she said, the most rewarding part of her career remains the impact on her clients.

"It's the way it makes people feel to wear the art and how excited they get. I've had a lot of people get very emotional while I'm drawing, especially if they know the history and what Indigenous People have gone through in Canada."

Santana works with two other nail technicians at Revive 'Wa áynexwi7' Day Spa and is a proud mentor to other Indigenous women who reach out, inspired, to learn more about starting their own nail art businesses.

Asked for her advice to other Indigenous entrepreneurs, she said:

"If it flows nicely and it feels right, then continue with it, even when it gets tough or you feel a little bit discouraged. See it all the way through because there is a bright shining light at the end of the tunnel."



To see Santana's work online or book an appointment, follow @indiginails on Instagram or email: waaynexwi7@gmail.com

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

Call us at 604-329-1752, email applications@nchu7mut.com, or scan the QR code to visit the Directory online.



YOU ASKED, WE ANSWERED!

How does Nch'kaý support the Nation's small businesses?

At Nch'kaý, our mandate is to support the long-term wealth and prosperity of the Sk̓wxwú7mesh Úxwumixw (Squamish Nation) and its Stélmexw (People) as a whole. Still, we support Sk̓wxwú7mesh entrepreneurs in several ways:

- The Nch'ú7mut Endorsed Business Registry (NEBR)
- The Squamish Nation Community Business Directory
- The regular procurement of goods and services from Sk̓wxwú7mesh small business owners, such as for the catering of Nch'kaý meetings and events, the cleaning of our office space, or the purchase of artwork for our offices and businesses.

The NEBR is a database of businesses that have applied and been approved to receive our support in pursuit of procurement opportunities in exchange for a return of value to the Nation. 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 Sk̓wxwú7mesh goods and services to easily search and find a Sk̓wxwú7mesh vendor.

We also sometimes receive questions about the \$500-grants previously 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. The Squamish Nation Training and Trades Centre is now spearheading initiatives to support Sk̓wxwú7mesh 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



Interested in applying to the NEBR?

Call us at 604-329-1752 or email applications@nchu7mut.com

DO YOU HAVE A QUESTION YOU WANT TO SEE ANSWERED HERE?

Email communications@nchkay.com

HR & STAFFING UPDATE

Strong Squamish & Indigenous Representation

We're proud to have strong representation from the Squamish Nation and other Indigenous Nations throughout our workforce.

Across our Head Office and Operating Businesses, 60% of our team members are Indigenous, the majority of whom are Squamish.

The table below shows a detailed breakdown of our team demographics as of March 2025.

Our values are Sk̓wx̓wú7mesh Úxwumixw values.

Our values are foundational to an exceptional work experience, and we integrate them into our hiring, training, and performance review practices, our communications with team members, and the way we listen through feedback opportunities.

Entity	Team Members	Indigenous	Squamish Nation	Other Indigenous Nations	Non-Indigenous
Head Office	62	27 (42%)	19 (31%)	8 (13%)	35 (56%)
Cap River RV Park	14	11 (79%)	11 (79%)	0	3 (21%)
Lynnwood Marina	13	7 (54%)	7 (54%)	0	6 (46%)
Mosquito Creek Marina & Smoke Shop	21	21 (100%)	18 (86%)	3 (14%)	0
North Vancouver Gas Bar	10	7 (70%)	6 (60%)	1 (10%)	3 (30%)
Sqomish Forestry	6	4 (67%)	2 (33%)	2 (33%)	2 (33%)
Squamish Valley Gas Bar	7	3 (43%)	1 (14%)	2 (29%)	4 (57%)
Total	133	80 (60%)	66 (48%)	16 (12%)	53 (40%)

Welcome, New Team Members!

We've grown since our last Quarterly Update, and we'd like to welcome our newest hires:

- Colm O'Mahony, Procurement Lead
- Emily Tommy (Cowichan Tribes), Squamish Valley Gas Bar Customer Service Representative
- Nick Econome, Senior Financial Accountant
- Luisa Orsi, Forestry Accountant
- Sabrina Roc, Manager, Learning & Development

We're also delighted to introduce our new Skwxwú7mesh team members, joining our Head Office and marina crews!

Damon Prince is our new Business Development Associate and comes to us from a sales and business development background. In his new role on our Business Development team, he will support and coordinate our ongoing projects, including acquisitions and new developments.



Elder Lynne Nahanee Sislha xw joins us as an Engagement & Culture Advisor, bringing a deep love and knowledge of her community and culture to our team. Lynne will lead our efforts to deepen and optimize the way our workplace culture aligns with Skwxwú7mesh values, sníchim (language), and history.

Jonah Gonzales is a part-time HR Assistant at Nch'kaý, supporting our recruitment and hiring efforts, delivery of health and safety training, general administration, and more. Jonah is currently pursuing a Bachelor of Business from Capilano University.



Quinton George is Lynnwood Marina's newest Maintenance Labourer, building on his previous experience working as a part-time labourer at Mosquito Creek Marina. Quinton is an invaluable part of the Lynnwood team, helping to build docks, operate the boat lift, and more. In his spare time, he enjoys skateboarding.

Sydney Kessel is a new Maintenance Labourer at Mosquito Creek Marina, having joined the team in February. She received her education through the Squamish Nation Training and Trades Centre, and is an experienced plumber who has worked on high-rises in the Lower Mainland.



Celebrating International Women's Day



Women lead here.

On March 8, Nch'kaý celebrated International Women's Day by honouring the incredible shlenlhánaý (women) at our Head Office and Operating Businesses. At every level of our organization, shlenlhánaý keep us strong, motivated, and reaching for excellence. We're proud to share that across our teams, shlenlhánaý represent:



71% of Board Directors



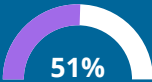
60% of Executives



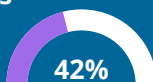
67% of Senior Leaders



50% of Managers



51% of Team Members



42% of Indigenous Team Members

CAREERS AT NCH'KAÝ

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 Nation for at least one week before we consider external applicants.

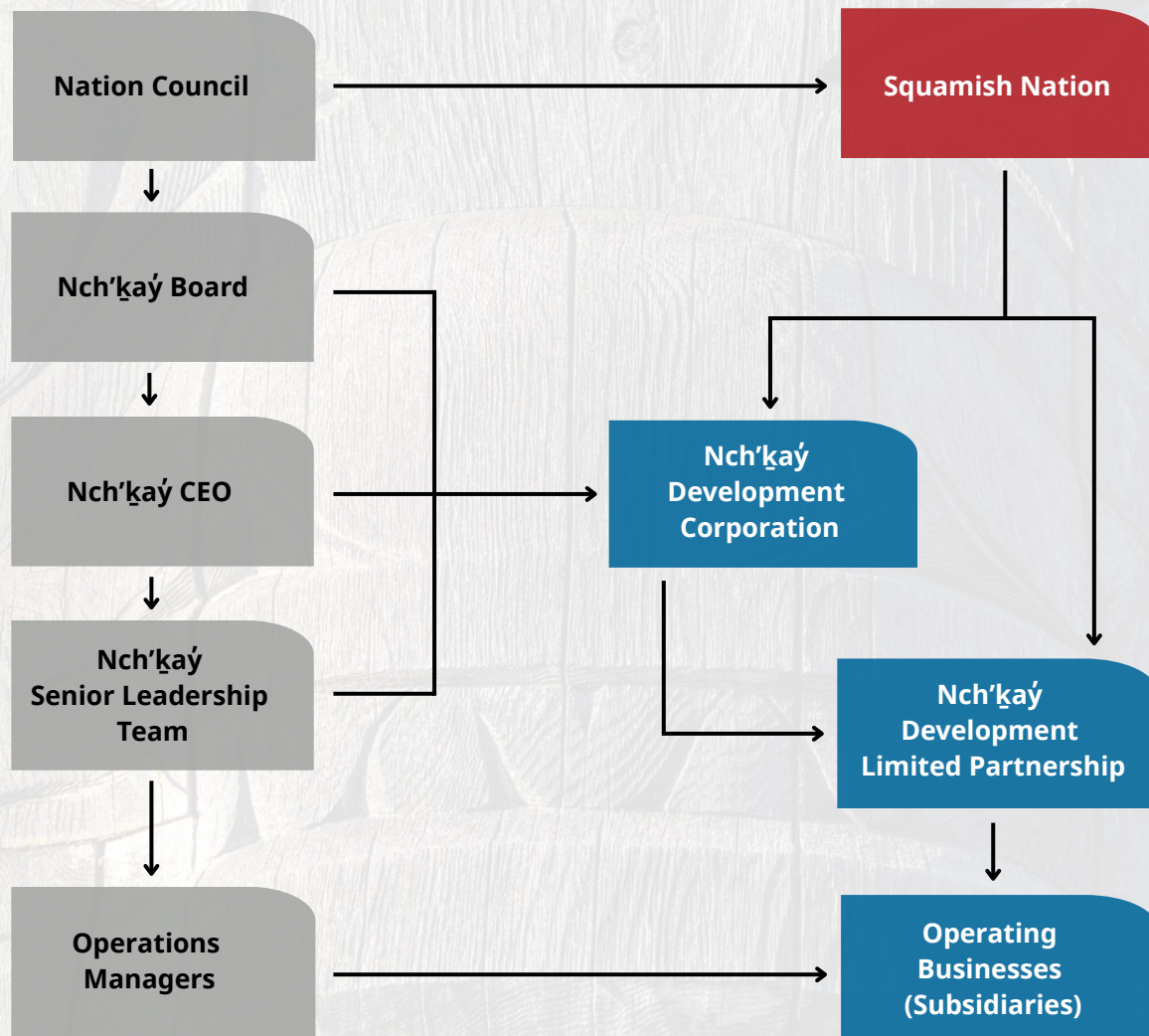
If working towards the long-term wealth and prosperity of the Squamish Nation and People appeals to you, please reach out. We'd love to have a conversation about your career goals and aspirations, and how we can help you get there!

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

OUR CORPORATE STRUCTURE

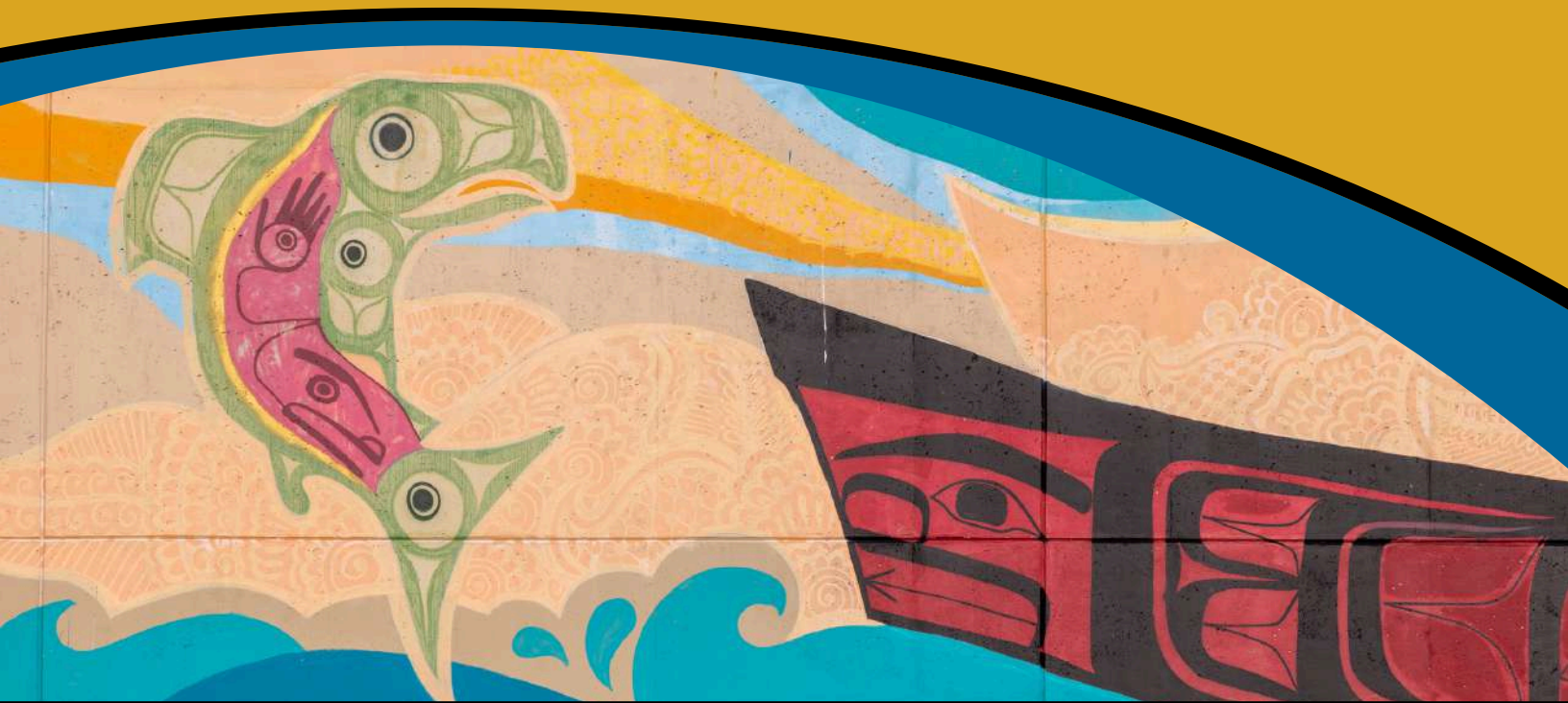
Nch'káy was established in 2018 by the Skwxwú7mesh Úxwumixw (Squamish Nation) to pursue and implement economic opportunities that create wealth for the Nation and its People in a way that is consistent with Skwxwú7mesh values and cultural teachings.

Nch'káy is wholly owned by the Nation, but operates independently with a Board of Directors accountable to the Squamish Nation Council. This structure helps reduce risk to the Nation while ensuring the separation of business and politics. Our teams collaborate internally and with the Nation to achieve our collective goals.



Questions about Nch'káy, our structure, or how we make decisions?

Email communications@nchkay.com.



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

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



Nch'káy Development Corporation



Nch'káy Development Corporation



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NCH'KAY

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