

NCH'KAÝ QUARTERLY UPDATE

TO THE SQUAMISH PEOPLE | SUMMER 2025

Introducing our 2024 Annual Report: *A Year of Progress Toward Prosperity*



Inside, you'll find our most impactful achievements from the past year—from significant progress on the Sehákw development to planting over 100,000 trees through Sqomish Forestry, and so much more.



Scan the QR code to read our 2024 Annual Report online today!

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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 sustainable business opportunities that contribute to the long-term wealth and prosperity of the Skwxwú7mesh Úxwumixw and Skwxwú7mesh Stélmexw (People).



Señákw PROJECT UPDATES

Interested in living at Señákw?

Tower 1 is slated for completion in late 2025, with the first residents moving in early next year.

Scan the QR code to register for emailed updates on the village, including:

- Rental information
- Project updates
- Commercial opportunities
- Retail opportunities
- Art opportunities
- And more!



Construction

After more than two years of construction at Señákw, we're delighted to share an important milestone:

All three towers in Phase One have now reached their full heights at 27, 32, and 40 storeys.

We celebrated this special occasion with the Squamish Nation, Peak Construction Group, and other partners in May—see page 4 for photos of this fun-filled event!

Construction remains on schedule, with installation of interior appliances, cabinets, countertops, and other finishings well underway. Work on the village's pavilion is also progressing. This stand-alone, three-level building will open in Phase One as an amenity space for all residents, featuring a gym, pool, steam room, sauna, social lounge, patio, and other facilities.

In preparation for occupancy, Creative Energy has been working hard to complete the Señákw District Energy Plant, which will provide sustainable heating and cooling to all 1,409 homes in Phase One, and more than 4,500 additional homes once the entire project is completed.



Cultural Advisory Panel

Seh'ákw's Cultural Advisory Panel has been busy these past three months, working with the Squamish Nation and Nch'káy to guide the direction and infusion of Skwxwú7mesh art and storytelling into the village.

The first one-year term of the Panel's appointed Skwxwú7mesh community members has come to a close, and we raise our hands to them for their exemplary contributions alongside our technical staff:



Láwa
Gary Johnston



Sxwchálten
Kevin Rivers



Cory
Douglas

We are now preparing to welcome three new Skwxwú7mesh Stélmexw (People) to the panel, each serving a one-year term and bringing valuable lived experience and cultural insight to the work ahead.

Art Approvals

Between April and June, the panel reviewed and approved several Skwxwú7mesh artist submissions, including:

- Final designs for 2D graphic artwork in the elevator cabs of the first three towers
- A large precast concrete wall composition for the village
- Designs for the pavilion's pool basin

The panel also approved the onboarding of three weavers to fill the elevator lobbies of all Phase One towers with beautiful hangings.

Want to learn more?

Watch for Panel updates and art opportunities here:



Banners on the Bridge

Nch'káy's Brand & Marketing team is working hard to bring Seh'ákw's story to life—creating a distinct and uniquely Skwxwú7mesh brand and visual identity that will set the village apart in Vancouver's rental market.

Through bold visuals, video, and community events, we're sharing the story of a village built on reclamation.

Some of the first marketing materials have started to show up in public spaces, including these stunning banners, featuring art by Austin Harry, now hanging over the Burrard Street Bridge:



Milestone Moment: Señákw Topping Off Fair

In May, we celebrated an important milestone at Señákw: the pouring of the final floors on the first three towers.

This moment marked a key turning point in Phase One of the development, and we raise our hands to all of the Skwxwú7mesh ancestors, Elders, leaders, and dreamers whose hard work and dedication made it possible.

We would also like to thank our project partners for honouring our vision and all the workers on site from around the world who are building this historic development on Squamish land.



Hundreds of people attended the celebration hosted by Peak Construction Group, including construction workers, partners, dignitaries, and more. Together, we enjoyed a meal, music, games, and prizes.

It's hard to believe we broke ground at Señákw less than three years ago, and will soon be welcoming the first residents back into our village.



Prosperity & Opportunity in 2024



\$4.3M

total employment income generated for Indigenous workers at Seḥákw



\$12.2M

in contracts for six Squamish community-owned businesses



11

Indigenous workers trained or mentored on-site*



3

Squamish People transitioned from labour to skilled trades positions*



6

Indigenous on-site practicum students upgraded to apprenticeships in trades*

** In collaboration with Peak Construction's Indigenous Relations team and the Nation's Employment & Future Skills department.*

Scan the QR code to read our 2024 Annual Report for more of our stats and impactful stories from last year.



Success Stories from Seḥákw: Meet David Gonzales

David Gonzales is a proud Squamish Person and Peak Construction Group's Junior Construction Safety Officer at Seḥákw. He is one of many Indigenous workers to receive new training and certification through the project with support from Peak's Indigenous Relations team.

He's been on site almost every day for the past two years, but David Gonzales still has trouble believing his eyes. From what he describes as a "50-foot hole in the ground," Seḥákw has risen to include three towers of 27, 32, and 40 storeys in height.

"As soon as I heard the Seḥákw development was starting, I knew I wanted to be involved. It's pretty historical for our people," David said. "I've put my name on a lot of sites over the years, but this one was really important to me—just to say I was there, I helped build this place."

When he began working on the development in June 2023, David was a general labourer. Since then, with support from Peak Construction and the Nation, he has worked as the lead hand of labourers, moved into material management and security, and most recently, completed his Construction Safety Officer and Advanced First Aid trainings.

"There's a lot of opportunity on the site. It's really great to see our Nation do this for their people—get them training and skills so that once this is done, they can advance in their careers," David said. "I've had friends who I started out with as labourers on site and now they're first-year plumbers, they're apprentices in rigging, they're taking their heavy equipment operator course."

With the experience he's gained at Seḥákw, David hopes to start his own construction company. He also plans to pursue his National and International Construction Safety Officer certifications. But for now, he can't imagine being anywhere else.

“ I definitely want to see this project through to the end. I've accomplished a lot in two years here; I can't imagine where I'll be in 10 years. ”

LOOKING FOR WORK?

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



Interested in Working or Contracting at Seḥákw?

Seḥákw is also a place for established businesses to grow and thrive. **If you're an established business owner and want to be contacted when procurement opportunities open on the project, please ensure you are registered on our Nch'ú7mut Endorsed Business Registry (NEBR) or the Squamish Nation Community Business Directory hosted on our website.**

Nch'káy's Nch'ú7mut Contracting team is available to provide bidding support to Squamish Nation community-owned and -partnered businesses that are listed on the NEBR. Please note, the NEBR requires a formal application and review process, whereas any business that is majority-owned by a Squamish Person can be listed without obligation on the Community Business Directory.

Email applications@nchu7mut.com or scan the QR code to learn more.



Need Training First?

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 Seḥákw, 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.

Seḥákw Mentorship Program

The Seḥákw Mentorship Program supports early career development at Seḥákw, providing meaningful, exclusive paid learning opportunities to Indigenous Peoples who want to experience different types of work 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. Positions are available to people with a variety of skills, education, and life experiences.

Current openings include:

- Traffic data collection
- Drafting technician
- Marketing assistant
- And more!

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



Indigenous Employment Statistics

The latest data shows that out of roughly 450 workers at Seḥákw daily, **109 are from our Priority Workforce: 27 Squamish People and 82 other Indigenous People**—approximately 24% of the workers on-site!

The Priority Workforce on the Seḥákw project outlines the order of opportunity for employment on site: first, Squamish People, then other members of the Squamish Nation community, followed by Musqueam and Tsleil-Waututh Peoples, and finally, members of other Indigenous Nations.



SQOMISH FORESTRY UPDATE

Wildfire Resilience

Sqomish Forestry is making important strides in improving our preparedness for, and resilience against, wildfires on Squamish territory.

In April, the team completed its Basic Fire Suppression and Safety training. During this two-day course—in the field and in the classroom—they learned about wildfire behaviour, fire line organization, suppression tactics, and safety procedures.

Sqomish Forestry and expert consultants are also conducting surveys in parts of the Elaho Valley that have previously been scorched by wildfire. With provincial funding support, the team is ensuring that seedlings planted after these fires are healthy and will grow into a new forest.

Most recently, Sqomish Forestry supported the Nation's response to the Dryden Creek Wildfire, sparked on June 9. It burned nearly 60 hectares of the Squamish Community Forest's tenure. Nch'kay and Sqomish Forestry coordinated with the Nation's Emergency Response Team, participated in field identification of cultural sites, and supported key information-sharing with the community.

Community Partnership

Sqomish Forestry is working hard to be a good neighbour and partner for our people and the surrounding community.

This spring, the team collaborated with the B.C. Ministry of Forests on the repair of the Ashlu Bridge in the Squamish Valley. The Ministry provided the timbers for this project, and Sqomish Forestry led the installation.

Our team completed the new decking in April, with new guard rails soon to follow.

Sqomish Forestry also held its 2nd Squamish Nation Community Firewood Day at the Squamish Log Sort in April. The event was well-attended, and our team distributed six cords of firewood to Squamish People, and delivered additional bundles to Elders' homes in the days that followed.



DID YOU KNOW?

Sqomish Forestry manages one-third of the Squamish Nation's traditional territory.



This spring, we planted more than **47,000 trees** to keep the land healthy.

MOSQUITO CREEK MARINA UPDATE

Decommissioning Complete

After more than six months of hard work by our Nch'kaý and marina teams, contractors, and partners, we're pleased to report that the decommissioning and repair of Mosquito Creek Marina is complete.

All Legacy Float Homes have been successfully relocated and secured to concrete docks, all condemned infrastructure has been removed, and we have completed the remaining structural repairs, replacements, and installations required to ensure the health and safety of all who call the marina home.

We are so grateful for the support and patience of our moorage customers throughout this process and are reflecting on all we've learned along the way. Our Mosquito Creek Marina community has emerged stronger and more connected from this experience, and we're excited about what lies ahead.

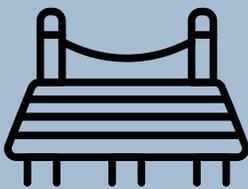
Scan the QR code for more information about the Marina's history, condition, and repair.



Next Steps

This summer, we're investing in new, durable infrastructure for the southern breakwater that keeps our moorage customers' homes insulated from wind and waves. We are working with engineers, contractors, and vendors to deliver the best possible solution, and expect to replace the breakwater's interim concrete floats with permanent barges in the coming months.

Moving forward, we will continue to foster the relationships forged from the relocation, decommissioning, and repair process, and we'll soon begin the early stages of imagining a new, reinvigorated future for the marina that enhances the experiences of our guests and creates a welcoming environment for all. At every step of the way, Skwxwú7mesh voices will continue to guide us.



DID YOU KNOW?

We removed more than **7,000 square metres** of dock and **200 timber piles** as part of the decommissioning and repair project. Since then, we've seen much wildlife return to the marina, including harbour seals, eagles, orcas, and salmon fry.

SPOTLIGHT ON SQUAMISH BUSINESS

4 Directions Cleaning Services

When the Squamish Nation's Ashley Paull started her home and commercial cleaning business, she had two burning reasons to succeed: first, after years of work in health care, she needed a more flexible schedule for her children, and second, she wanted to honour her mother.

"My mom taught me how to clean and she went to residential school. We always had to have the house clean, so I wanted to turn that negative into a positive," Ashley explained.

4 Directions Cleaning Services was born in 2022 and has been polishing homes and businesses on the North Shore and beyond ever since. Ashley's focus is decluttering from four directions—mentally, emotionally, spiritually, and physically.

"I really love working for my community, to see them happy," Ashley said. "Just bringing that energy into their home and seeing their faces when their house is clean."

Most of Ashley's work is for Squamish People on Squamish land. All of her employees are Squamish and she's hiring more.

"I want to see our youth and our Nation Members succeed. There's so much opportunity out here to make income on our land."

Asked for her advice to aspiring Indigenous entrepreneurs, Ashley said, "Go for it," describing the process as "incredibly empowering and impactful."

“ **Opening your own Indigenous business improves representation and can provide a platform for you to honour and showcase your culture, as well as increase awareness of Indigenous communities and their contributions.** ”

"It also supports economic independence, financial control, and stability that can benefit your family and community by creating jobs."



To declutter your space or enquire about a job, call or text Ashley (left) at 604-354-5554 or email Ashleypaull99@yahoo.ca.

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'kay support career development for Squamish People?

As the Squamish Nation's economic development arm, opportunities for qualified Squamish People are our priority when hiring.

At Nch'kay, the majority of our team members have individual career development plans. From these career plans, we provide Skwxwú7mesh team members with access to learning specific to their role, such as forestry and marina management, leadership programs, or Chartered Professional Accountant certification. We offer up to \$1,500 per person for continuing education and development, paid time off for study days and educational leave, and curated mentorship and coaching opportunities.

In addition, this summer, we're proud to have launched a robust, paid internship program in our Real Estate & Development, Forestry, Finance, and IT teams, aimed at opening new doors for early career Squamish and Indigenous Peoples. We have hosted high school students to experience our workplace in short-term shadowing placements as well, providing valuable hands-on experience that often serves as a stepping stone into long-term employment opportunities—both within Nch'kay and with our partners. We prioritize Squamish and Indigenous applicants for all these opportunities.

Nch'kay also works with the Nation's Sts'its'áp'néwas (Employment & Future Skills) department to identify new areas of training and development that are most likely to support future employment, based on market and industry demand, openings on Nation-owned projects and initiatives, and the growth of our teams and Operating Businesses.

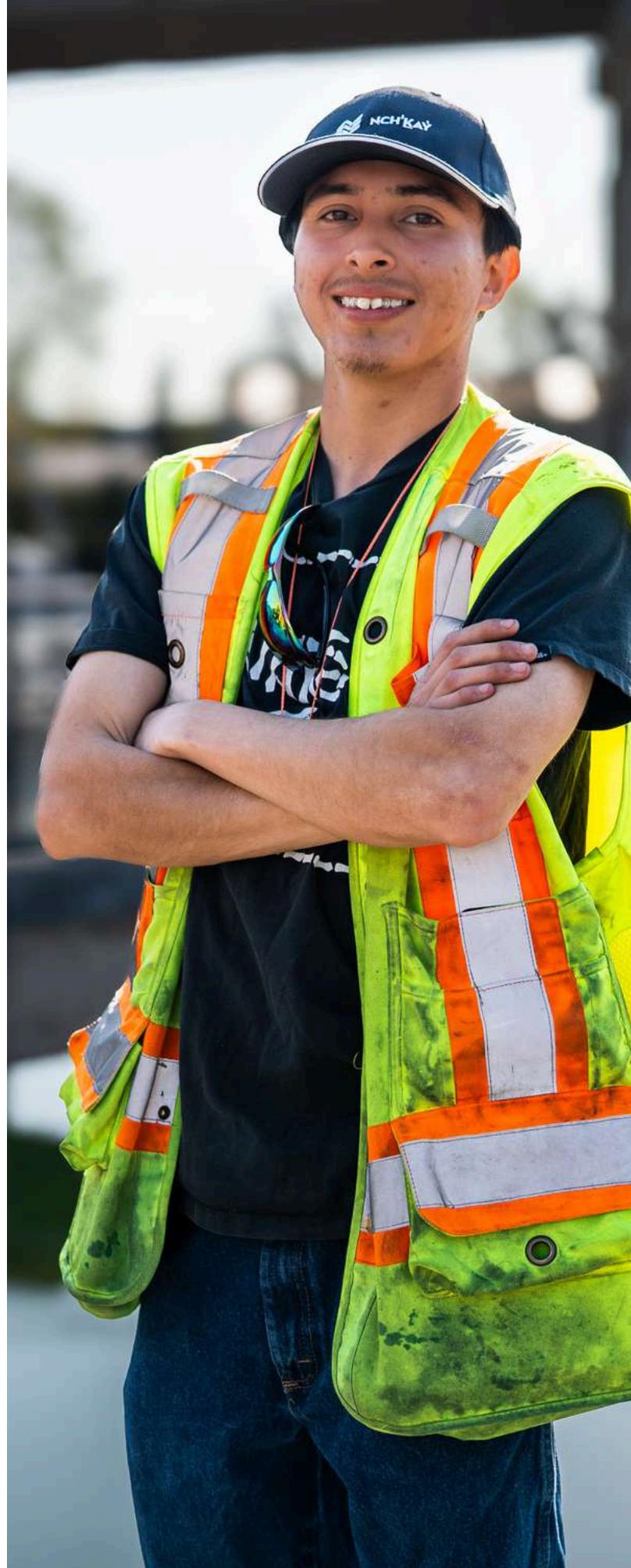
We further enjoy collaborating with the Stitsma Career Centre at career fairs and community events!

Questions about opportunities at Nch'kay?

Call us at 604-243-0802 or email HR@nchkay.com.

Do you have a question you want to see answered here?

Email communications@nchkay.com



HR & STAFFING UPDATE

Our values are S̓kw̓xwú7mesh 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.

Careers at Nch'kay

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.

Here we grow again!

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

Head Office

- Andrew Charney, Director, Asset Management
- Jacob Lewis III (Squamish Nation), Director, Community Development
- Jessea Baring, Manager, Community Development
- Jillian Chiam, Business Analyst
- Miguel Dominguez Acosta, HR Coordinator

Capilano River RV Park

- Elias Myran (Long Plain First Nation), Front Desk Representative
- Hunter Gonzales (Squamish Nation), Maintenance Labourer
- Jamie Antone (Squamish Nation), Cleaner
- Mak Gonzales (Squamish Nation), Front Desk Representative
- Naida Baker (Squamish Nation), Receptionist

Nch'ú7mut Contracting

- Michaela Sulekova, Data Administrator

Sqomish Forestry

- Clinton Gould, Forestry Manager

Celebrating Skwxwú7mesh Success

We're delighted to welcome Jacob Lewis III, Xayil, to Nch'káy as our new Director, Community Development.

Jacob joins us from the Squamish Nation, where he served as Manager of Sehákw Operations. His transition to Nch'káy will streamline important work on the development of our Skwxwú7mesh village.

Jacob has a Bachelor of Business Administration from Capilano University and an Indigenous Leadership MBA from Simon Fraser University. He is a former elected Councillor of the Squamish Nation, and has sat on several boards, including the Squamish Lil'wat Cultural Centre and Squamish Nation Trust.

In his new role, Jacob will continue to guide the implementation of the Sehákw project while leading the development of long-term community planning strategies that reflect Skwxwú7mesh values, history, and aspirations. His focus will include deepening community engagement, supporting economic self-determination, and integrating cultural and environmental stewardship into all facets of Nch'káy's development work.

Jacob's appointment strengthens our commitment to a Skwxwú7mesh-led approach—where every project is not only an investment in land, but an investment in people, culture, language, and legacy.



New Learning & Development Initiatives

Nch'káy's Learning & Development strategy is growing, prioritizing leadership, safety, cultural awareness, and organizational wellbeing.

Between April and June, 96 unique team members completed 76 hours of training, 51% of whom were Skwxwú7mesh or from other First Nations:

- **Customer Service Training**
37 participants
- **Dale Carnegie Leadership Pathway**
9 participants
- **Homewood Health Developing Emotional Intelligence Seminar**
46 participants
- **Diversity Icebreaker Training**
12 participants
- **Wildfire Training – S100/S185**
5 participants
- **Homewood Health Building Resilience Seminar**
34 participants

In the coming months, we're developing a new Respectful Workplace course, creating educational videos featuring our Skwxwú7mesh Elders, and partnering with the University of British Columbia to bring new leadership courses to our teams.



Strong Squamish & Indigenous Representation

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

Across our Head Office and Operating Businesses, nearly 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 June 2025.

Entity	Team Members	Indigenous	Squamish Nation	Other Indigenous Nations	Non-Indigenous
Head Office	63	25 (40%)	17 (27%)	8 (13%)	38 (60%)
Capilano River RV Park	18	16 (89%)	15 (83%)	1 (6%)	2 (11%)
Lynnwood Marina	12	7 (58%)	5 (42%)	2 (17%)	5 (42%)
Mosquito Creek Marina & Smoke Shop	17	17 (100%)	16 (94%)	1 (6%)	0
North Vancouver Gas Bar	11	8 (73%)	7 (64%)	1 (9%)	3 (27%)
Nch'ú7mut Contracting	5	3 (60%)	3 (60%)	0	2 (40%)
Sqomish Forestry	8	5 (63%)	3 (38%)	2 (25%)	3 (38%)
Squamish Valley Gas Bar	9	3 (43%)	1 (14%)	2 (29%)	4 (57%)
Total	143	84 (59%)	67 (47%)	17 (12%)	59 (41%)

MEET OUR SENIOR LEADERSHIP

Nch'kay's mission is to pursue successful business opportunities that contribute to the long-term wealth and prosperity of the Squamish Nation and Squamish People. It's more than a statement to us; it's a passion and calling—and it's why we take such care in choosing our team members.

Reporting to our Executive Leadership Team, our senior leaders—Vice Presidents and Directors—oversee the Head Office and Operating Business teams who carry out this important work. With a range of public and private sector experience, these seasoned professionals ensure we're delivering the best possible outcomes for the Nation, investing in Squamish People, and paddling in the same direction toward a prosperous future for the community.



Sarah Silva
Vice President,
Real Estate & Development



Molly Hudson
Vice President,
Forestry & Sustainability



Tim Holloway
Senior Director,
Operations & Partnerships



Deb Best
Director,
Human Resources



Trevor Casey
Director,
Development & Construction



Andrew Charney
Director,
Asset Management



Anthony Danielov
Director,
Mergers & Acquisitions



Lauren English
Director, Real Estate
Planning & Development



Lauren Hutchison
Director, Communications
& Engagement



Jacob Lewis III
Director,
Community Development



Caitlin Popplewell
Director,
Finance



Wesley Wong
Director,
Information Technology

Questions about Nch'kay, 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'kay Development Corporation



Nch'kay Development Corporation



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