

NCH'KAY QUARTERLY UPDATE

TO THE SQUAMISH PEOPLE | FALL 2025

Join us at the

2025

Annual Gathering

for Squamish People

Learn · Connect · Engage

Friday, Nov. 21

Chief Joe Mathias Centre,
5:30 pm. - 8:30 p.m.

Registration not required

Saturday, Nov. 22

Totem Hall, 12 p.m. - 3 p.m.

Registration not required

Tuesday, Dec. 2

Online, 6 p.m. - 8 p.m.

Registration required.

Scan the QR code to register.



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Nch'kay Development Corporation was established in 2018 as the wholly-owned economic development group of the Skwxwú7mesh Úxwumixw (Squamish Nation). Nch'kay is responsible for developing, managing, and growing businesses that generate sustainable wealth and opportunity for the Squamish People. Guided by Skwxwú7mesh values and teachings, Nch'kay works to support long-term prosperity and community well-being for current and future generations.



INTERNATIONAL PLAZA UPDATE

About the Acquisition

On September 10, Nch'kaý acquired International Plaza as part of a landmark \$54.2-million deal that brings the on-reserve residential and commercial complex under the Nation's ownership and Nch'kaý's stewardship.

This is not only a real estate transaction; it marks a historic milestone in our mission to contribute to long-term wealth and prosperity for the Squamish Nation.

Fifty years ago, International Plaza—a commercial and residential rental complex that includes 471 residential units and over 65,000 square feet of commercial space—was built on our village of Xwemelch'stn (Capilano IR #5). After decades of watching others benefit from the development and ownership of assets on our lands, this property will now be ours to benefit from as its full owners.

As owners and stewards once again, we reclaim not only the land and buildings, but our voice, our vision, and our responsibility to shape the experience for current and future residents, as well as the future of the site.

Housing security for current residents at the Plaza remains a priority, with no planned changes to existing tenancies. Nch'kaý has hired Peterson—a trusted full-service commercial real estate firm—as property manager to oversee daily operations. Together, we will focus on upgrades to residential and commercial units, shared spaces, and infrastructure—prioritizing health, safety, and quality of life for all who call the Plaza home.

Your Questions, Answered

In addition to excitement, this announcement has generated a number of great questions from our community.

When we shared the acquisition in September, we released an information package for Squamish People containing answers to some of these questions.

Examples include:

- Will we be prioritizing Squamish People for housing?
- Will there be below-market housing for Squamish People?
- How will this acquisition help Squamish People?

Soon after we shared news of the acquisition, we updated this package to include answers to even more of your questions. We also hosted a Virtual Community Open House, where Squamish People asked questions of our leadership in real time.

Scan the QR code to read the complete International Plaza Acquisition Announcement & FAQ



SEÑÁKW PARTNERSHIP UPDATE

About the Restructuring

On August 28, we joined the Squamish Nation in sharing a major update on the Señákw development, marking a powerful step forward for one of the most ambitious and transformative projects in our Nation's history.

This past summer, the Nation entered into a restructured partnership agreement for the Señákw project. OPTrust, one of Canada's largest and most respected pension fund investors, acquired Westbank's ownership stake—50%—in Phases One and Two of the development, while the Nation retains its 50% ownership share.

Furthermore, we're proud to confirm that as part of this restructuring, the Nation will secure 100% ownership of Phases Three and Four of the project, putting our people on a stronger path toward our goal of economic self-sufficiency.

Full ownership of these phases gives us all greater freedom to shape the project's future in the Skw̓xwú7mesh way—rooted in our values, priorities, and vision.

OPTrust is a strong partner in this journey, bringing a foundation of financial stability and long-term investment experience that will help ensure the project stays on track and meets its ambitious goals.

As part of this restructured partnership, it is with great pride that Nch'káy will also take on an expanded role in the oversight of Señákw's development, in close communication with the Nation and our people.

Learn More Online

Señákw is a homecoming for the Squamish People—a return to our land in a renewed village where all are welcome, and gathering has always been a way of life.

We know how important the development is to our community and are committed to ensuring they are informed every step of the way.

Shortly after the partnership restructuring was announced, we released a Señákw Special Update to the Squamish People online, by email, and mailout to all Skw̓xwú7mesh households.

It contains information on:

- The partnership update
- Housing for Squamish People
- Employment and training opportunities
- Art, culture, and business opportunities
- Branding and marketing news
- Answers to frequently-asked questions
- And more!

Scan the QR code to read the complete Señákw Special Update to the Squamish People



Señákw PROJECT UPDATES

Interested in a tour of Señákw?

We're excited to invite Squamish People to tour the construction site with our team for a behind-the-scenes look at the historic development underway. This is an important milestone for our people—a return to the land our ancestors, Elders, and leaders have worked tirelessly to reclaim.

Scan the QR code to view important tour rules and information and to add your name to our interest list



Construction

The majority of interior and exterior work is now complete on all three towers of Phase One. Suite finishes are underway in Tower 1, while cabinetry, flooring, and lighting progress in Tower 2. Painting and tile work are advancing in Tower 3, and soon, landscaping will begin on the rooftop terraces, adding greenery and outdoor gathering space to the village.

In addition, visitors to the site can now see coloured trigons decorating the glass panes of all three towers, while inside, their elevators are being finished with warm wood panels and Skwxwú7mesh-inspired artwork. These cultural touches will continue in other lobby features and interior design elements coming later this fall.

Cultural Advisory Panel

Since our last Quarterly Update, three new Squamish People have joined Señákw's Cultural Advisory Panel on one-year terms: Chepximiya Siyam' Chief Janice George, Elizabeth Ross, and Aaron Williams.

Together, they will strengthen the work of the panel to guide and support the infusion of Skwxwú7mesh art and cultural identity into Señákw, while ensuring the art selection process is fair and transparent. The panel also contains team members from Nch'kaý, the Squamish Nation, and others with the skills and expertise to inform this important work.

Want to receive emails about upcoming art, cultural, or commercial opportunities at Señákw? Visit senakwillage.com and click 'Register Today.'



Housing for Squamish People at Seḥákw

Across all four phases of Seḥákw, a total of 250 homes have been set aside exclusively for Squamish People as affordable housing. In Phase One, 63 of these homes will be available.

Further details on the types of homes available for Squamish People, including the number of studio, one-bedroom, two-bedroom, and three-bedroom homes, as well as move-in dates, will be available in the coming months.

These homes will be managed by the Property Manager for Seḥákw, with Hiḡám Housing supporting the Squamish People living in them under an agreement with the partnership.

Rental rates have not yet been confirmed, as Hiḡám and the Nation are still pursuing additional funding to offer even deeper subsidies for our people. Additional rent details will be shared with the community closer to occupancy.

How to Apply for the Hiḡám-supported Homes:

As with all Hiḡám Housing opportunities, an application package for Seḥákw will be mailed to all Skwxwú7mesh households, shared via the Nation's email list, published to Hiḡám's website, and posted on social media.

There will be a single call-out issued for all three towers of Phase One, with move-in dates ranging from early 2026 to fall 2026.

Other Opportunities to Live at Seḥákw

Squamish and other Indigenous applicants will be also be prioritized when filling the additional 219 market affordable homes available in the first phase of Seḥákw. The rent for market-affordable homes is based on the CHMC's affordability criteria for the region in 2026. The chart below outlines these rates for 2025.

Squamish and Indigenous Peoples may also apply for the general market homes, which are rented at Vancouver's current market rates.

In total, Seḥákw will deliver more than 1,400 homes over the next year, all of which will prioritize Squamish interest.

Suite type	Avg. size	Avg. price*
Studio	351 sq. ft.	\$1,618
1-bedroom	564 sq. ft.	\$1,836
2-bedroom	733 sq. ft.	\$2,554
3-bedroom	1,053 sq. ft.	\$2,585

**2025 rates shown. Rates subject to change annually.*

Interested in living at Seḥákw?

Scan the QR code to register for emailed updates and select 'Squamish Nation Rentals.'



OUR BUSINESSES

Training for our Teams

In September, we held two successful chainsaw safety training sessions with our Capilano River RV Park, Lynnwood Marina & Boatyard, Mosquito Creek Marina, and Sqomish Forestry teams.

These sessions combined theoretical knowledge with practical application to equip our team members with the experience to safely and confidently operate chainsaws in the field.

Congratulations to all 16 people who completed the course!

As of this fall, our Sqomish Forestry and Marina teams have also installed new 'Person Overboard' systems on their high-visibility safety vests. This sensor-activated technology detects when someone falls into the water and facilitates a rescue through alarm activation. To accompany the new system, our team members received implementation training and completed 'person-in-the-water' drills that simulate a live water rescue.

We're so proud of all of our team members who commit their time and energy to enhancing workplace safety through professional development.

Students Visit Marinas

Also in September, we had the privilege of hosting 12 local high school students at the Mosquito Creek and Lynnwood marinas.

This on-site program introduced youth in Grades 10 to 12 to the various career paths within the marine industry, and included a short presentation about Nch'ka'y and the marinas, followed by a guided tour.

Students watched keenly as our teams went about their daily operations—including fibreglass repairs, hoisting vessels on the travel lift, regular maintenance, and more.

We hope to see some of these students return in another few years to join the Nch'ka'y Group!



YOU ASKED, WE ANSWERED

Is a marina being considered as part of development in the Squamish Valley?

Nch'ka'y, the Nation, and our development partner Matthews West are exploring potential uses for marine spaces around the development at Oceanfront Squamish. Discussions are still in the very early stages and we will share more information as plans progress.

YOU ASKED, WE ANSWERED

How is the Squamish Nation represented in planning activities for the Squamish Community Forest, and how can we stay informed about its activities?

The Squamish Nation and the District of Squamish jointly manage the Squamish Community Forest through a shared partnership. While strategic planning for the Community Forest is still in its early stages, an interim Board currently oversees planning and operations, which includes three Squamish Nation representatives: a Council member, an Nch'kay member, and a Skwxwú7mesh community member.

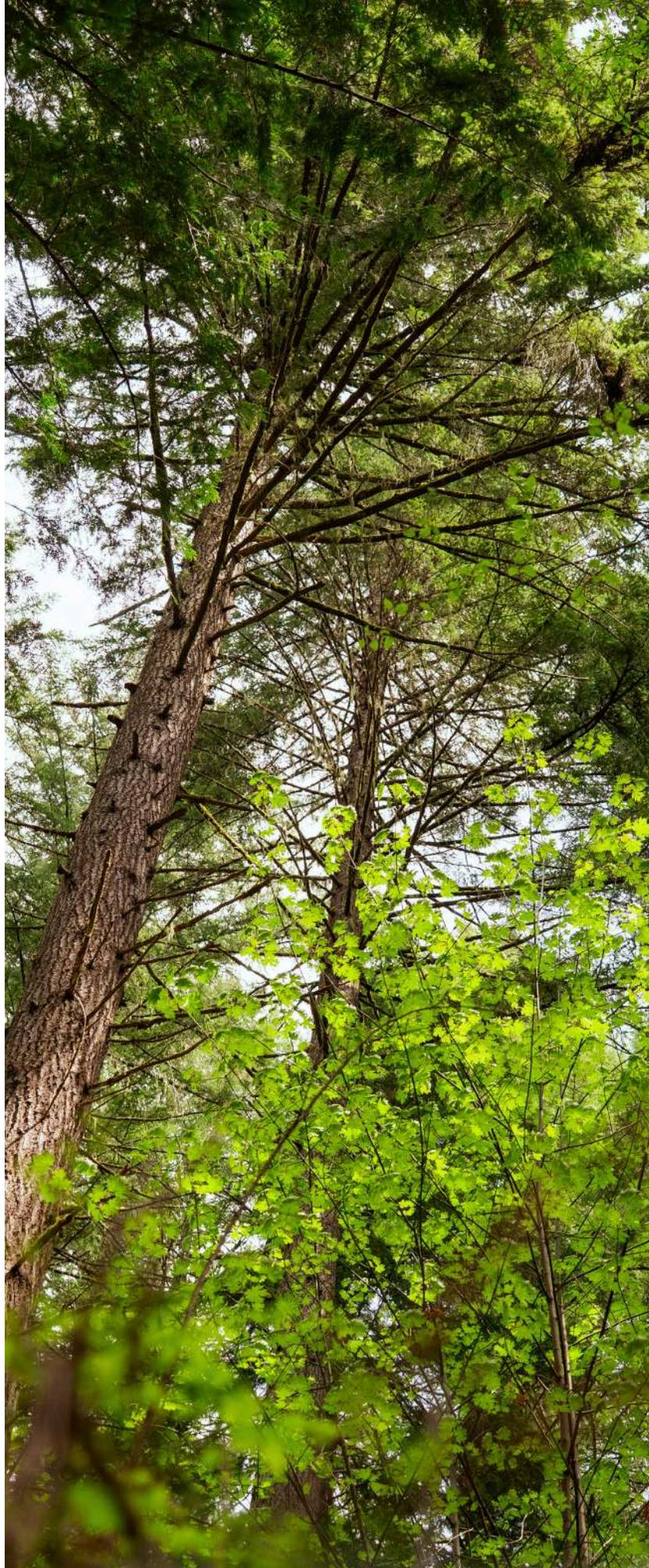
A Community Forest Advisory Group will soon be established to strengthen two-way communication between the Board, manager, and the community. This group will be made up of individuals representing the diversity of community interests, stakeholders and First Nations.

Community members can stay informed and sign up for updates at www.squamishcommunityforest.org, or by contacting info@sqomishforestry.com.



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

Email communications@nchkay.com



SPOTLIGHT ON SQUAMISH BUSINESS

Elite Events by Bianca

Bianca (Whitney) Joseph has always been passionate about planning parties. Since her teenage years, she's been the 'go-to' person among friends and family for birthdays, baby showers, and other special occasions.

"I really like bringing people together," the Skwxwú7mesh entrepreneur explained. "Someone always has to initiate that. I would be the one to do that and that's how I discovered my passion for event planning."

Bianca launched her company, Elite Events by Bianca, just as the pandemic hit. But that didn't slow her down – since then, she's brought local weddings, parties, celebrations, and galas to sparkling new heights.

She's also been the creative force behind the Squamish Nation's annual Reach for the Stars Fundraiser Gala for the past five years.

"I'm a perfectionist and I take pride in my results," she said. "I pay attention to the smallest details, regardless of how big or small the event is."

When asked what advice she has for other aspiring Indigenous entrepreneurs, Bianca emphasized the importance of networking.

“ People find me based on referrals, so the more connections you have and the people you know, the more work you get. Building connections and relationships before you start a company like this is key.”

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

Ready to elevate your next event? Call 780-580-6953, or email info@eliteeventsbybianca.com today.



Interested in being listed in 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.



OUR PEOPLE



Our values are Skwxwú7mesh 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.



Welcome, New Team Members!

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

Head Office

- Farhan Ahmed, HR Advisor
- Chelsea Murphy (Squamish Nation), Communications Coordinator
- Wilmark Samonte, Senior Accountant

International Plaza

- Robbyn Blankinship (Lower Nicola Indian Band), Property Manager
- Natalia Bogomolova, Leasing Specialist
- Anirudh Ghose, Property Specialist
- Vlad Shuklin, Maintenance Manager

Squamish Forestry

- Dave Newman, Log Truck
- John Yelton (Squamish Nation), Intern

Squamish Valley Gas Bar

- Otis Graydon (Snuneymuxw First Nation), Customer Service Representative
- Vignesh Mavila, Customer Service Representative

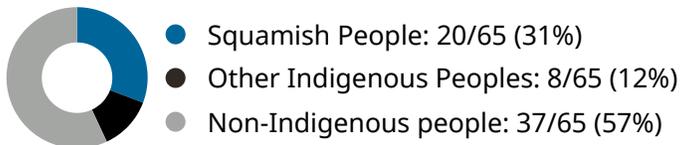


Who Works for Us?

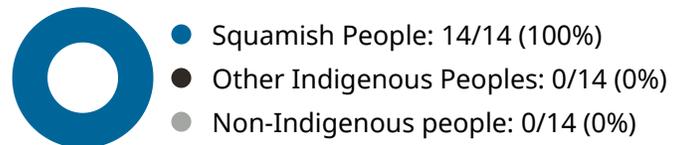
We're proud to have strong representation from the Squamish Nation and other Indigenous Nations across our workforce. **Across the entire Nch'kaý Group, 45% of our 141 Team Members are Squamish, and close to another 15% of our Team are members of other Indigenous Nations.**

Below is a breakdown as of September 2025.

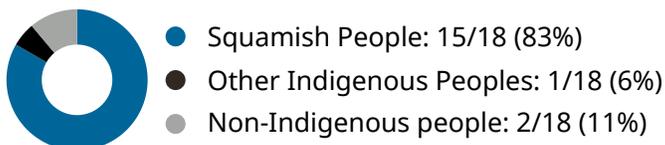
Head Office



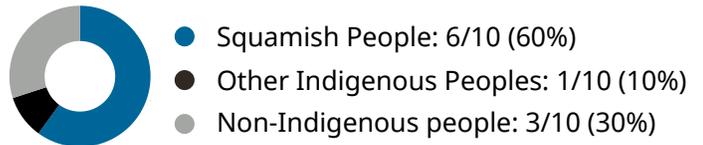
Mosquito Creek Marina & Smoke Shop



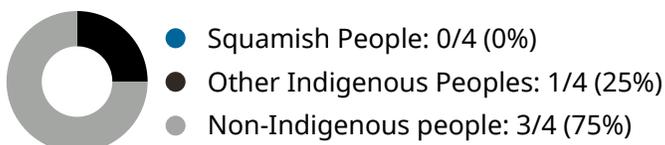
Capilano River RV Park



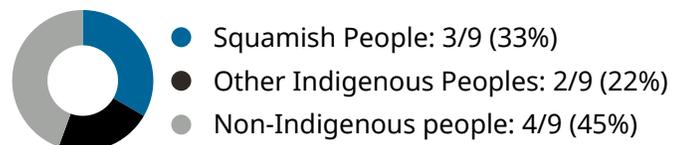
North Vancouver Gas Bar



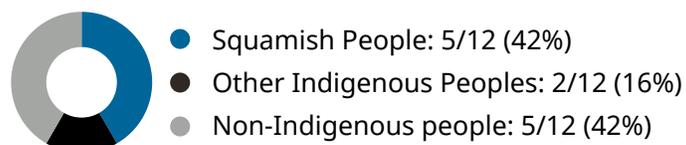
Ch'ich'iyúy (International Plaza)



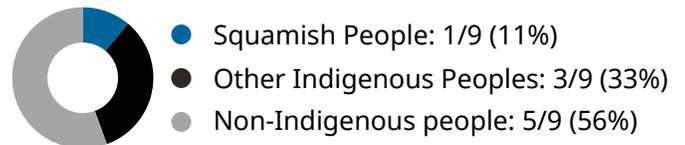
Sqomish Forestry



Lynnwood Marina & Boatyard



Squamish Valley Gas Bar



Celebrating Skwxwú7mesh Success

Congratulations, John Yelton!

We're proud to highlight the Squamish Nation's John Yelton, who joined Sqomish Forestry as an intern in August and has been a valuable addition to the team ever since.

John spends his days in the Squamish Valley, removing small tree clutter to support safe road access and patrolling the temíxw (land) to help prevent and protect against wildfires. Working closely with Superintendent Roger Lewis, he also helped repair the Ashlu Bridge, linking important forest service roads in the area.

Having grown up on Vancouver Island, John said this internship has taught him much about our land and medicines in the Squamish Valley, and it's an opportunity he recommends to any interested Squamish Person:

“ **It's fun so far! Being here has made me feel more appreciated. It's a great experience, and I hope to secure a full-time position and be here for many years. I'd encourage others to join if they want to learn new things, have a good boss, and be part of a team where you're truly appreciated.** ”



We appreciate you, too, John! We look forward to seeing your continued growth in forestry and land stewardship.

Welcome, Chelsea Murphy!

Meet our new Communications Coordinator, Chelsea Murphy!

Chelsea is a proud Squamish Person from Xwmélch'sten and joins our Brand, Marketing & Community Engagement team after a career in administrative support with the Squamish Nation. You may recognize her from the Nation's Ché́nchenstway (Human Resources) and Chief Joe Mathias Centre recreation teams!

Chelsea is a passionate event coordinator, organizer, and communicator who will support our communications and engagement efforts with the community, expand our reach, and help elevate our work now and into 2026. She joins us just in time to help plan our 4th Annual Gathering for the Squamish People, taking place on Friday, Nov. 21, Saturday, Nov. 22, and Tuesday, Dec. 2.

Outside of work, you can find Chelsea spending time with her family and exploring the local trails with her little ones.

Welcome to Nch'káy, Chelsea, we're so excited to have you!



EMPLOYMENT & CONTRACTING

Careers at Nch'kay

There are enriching career and contract opportunities for people with a variety of educational backgrounds, skills, and life experiences 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. 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 today.**

Interested in joining our team?

Scan the QR code to view all current job opportunities across the entire



Interested in Procurement Opportunities?

If you're an established business owner and want to be contacted when procurement opportunities open at Sehákw or any of our other projects, 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'kay's Nch'ú7mut Contracting team is available to provide bidding support to Squamish Person-owned and -partnered businesses that are listed on the NEBR. Note, the NEBR requires a formal application and review process, whereas any business majority-owned by a Squamish Person can be listed on the Community Business Directory.

Interested in joining the NEBR?

Email applications@nchu7mut.com.



Did You Know?



159

businesses listed on Nch'kay's Nch'ú7mut Endorsed Business Registry (NEBR)



10

of these NEBR businesses are based in the Squamish Valley



\$21.2M*

in contracts secured for those 10 businesses through Nch'ú7mut Contracting



190

Squamish Person-owned businesses on our Squamish Nation Community Business Directory (SNCBD).

** This amount includes all expenses such as equipment, wages, and other work-related costs, and does not reflect actual business profits.*



Interested in working at Seḥákw?

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



Looking for Work Elsewhere?

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



Opportunities at Seḥákw

Seḥákw is also a place where Squamish People can grow and develop their skills, experience, and careers.

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.

Between July and September:



2
Student placements arranged at Seḥákw



2
Squamish labourers advanced to more skilled positions

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.

Did You Know?

As of September, 22 Indigenous People were employed at Seḥákw, 5 of whom are Squamish.

They represented over 50% of all hours worked by Peak Construction staff on Seḥákw that month, and to date, Indigenous Peoples represent about 45% of all hours worked by the Peak Construction team on the project!



OUT & ABOUT IN THE COMMUNITY

Summer brought many exciting opportunities for the Nch'kay team to engage and share with our community and the public. From Amalgamation Day to National Day for Truth and Reconciliation, here are some of the highlights.

Khatsahlano Street Party

July 5, 2025



Squamish Nation Youth Powwow

July 11-13, 2025





Nch'ú7mut Pride Celebration

Sept. 25, 2025



Main Street Car Free Day

Sept. 14, 2025



National Day for Truth & Reconciliation

Sept. 26 & 30, 2025





***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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