

# SQUAMISH NATION TRUST: CALL FOR APPLICATIONS

Become a Trustee &  
Help Shape Our Future



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Council



## ABOUT THE SQUAMISH NATION TRUST

The Squamish Nation Trust (SNT) was established as part of the Kitsilano Lands Settlement and ratified by the Squamish People in a referendum on July 23, 2000. This historic settlement marked a significant milestone in our community's journey toward self-determination and financial independence. The original settlement amount was \$92.5 million. After covering legal expenses and distributing funds to members, approximately \$65 million was left to be managed by the Trust.

The primary goal of the Squamish Nation Trust is to enhance the well-being and prosperity of the Squamish Nation by wisely investing and managing these funds. The Trust focuses on long-term growth and sustainability, ensuring the benefits extend to future generations. The Trust plays a vital role in our community's cultural, social, and economic development by supporting various projects and initiatives.





## Key Milestones & Achievements

Since its inception, the Squamish Nation Trust has accomplished several significant milestones:

**2000**

Trust established following the Kitsilano Lands Settlement and referendum approval.

**2001**

Initial investments were made to ensure the preservation and growth of the trust capital.

**2005**

Launch of the first educational and training programs funded by the Trust.

**2010**

Introduction of social programs, including healthcare and childcare services.

**2015**

Major housing projects completed, providing new homes and renovations for members.

**2020**

Enhanced focus on cultural preservation with programs supporting language and heritage.



## Impact on the Community

The Squamish Nation Trust has funded numerous projects that have positively impacted our community. Some critical areas of support include:

- **Education & Training**  
Scholarships, vocational training programs, and educational facilities that empower our members to pursue their academic and career goals.
  - **Housing Initiatives**  
Funding for new housing developments, renovations, and maintenance to ensure our members' safe and comfortable living conditions.
  - **Economic Development**  
Support for member-owned businesses, job creation initiatives, and investments in community infrastructure.
- **Social Programs**  
Childcare services, addiction recovery programs, healthcare facilities, and support for mental health and wellness.
  - **Cultural Preservation**  
Programs and facilities dedicated to preserving and promoting Squamish Nation heritage, language, and culture.

## Total Project Spending By Priority

Since the Trust's inception, the Trust has funded over \$19.9 million to projects, including support to over 400 small businesses. This graph shows the total project spending by priority since 2000:







### Why Become a Trustee?

Becoming a Trustee offers a unique and impactful opportunity to shape the future of the Squamish Nation. As a Trustee, you will help manage and protect our community’s assets, ensuring that these resources provide long-term benefits for current and future generations. This role is not only about financial stewardship but also about contributing to the overall well-being and prosperity of our people. Here are some compelling reasons to consider becoming a Trustee:

Photo by Tyler Baker

1

MEANINGFUL  
IMPACT

Your decisions will directly affect the growth and sustainability of the Trust, supporting educational programs, social services, cultural preservation, and economic development within the Squamish Nation.

2

COMMUNITY  
CONTRIBUTION

By serving as a Trustee, you will directly enhance the quality of life for our members and ensure that resources are used wisely and equitably.

3

PERSONAL  
GROWTH

Gain valuable experience in financial management, strategic planning, and governance. This role offers a chance to develop leadership skills and build a strong professional network.

### Community Impact

A visual representation of how the Trust’s funds have been allocated and the tangible benefits these investments have brought to the community.

<b>Fish Freezer</b> BEWICKE AVE	<b>Refurbished Floor</b> CJMC	<b>Air Conditioners</b> TOTEM HALL	<b>Air Conditioners</b> CJMC
<b>Playground</b> CJMC	<b>Upgrades</b> NORTH VANCOUVER ELDERS CENTRE	<b>Columbariums</b> ESLHA7ÁÑ & STÁ7MES CEMETERY	<b>Classrooms</b> ESLHA7ÁÑ LEARNING CENTRE



## The Role of a Trustee

# WHAT IS A TRUSTEE?

The role of a Trustee is to manage and protect the Trust Property for the long-term benefit of the beneficiaries, following legal standards and investment advice.

Trustees follow the Trust Agreement and act in the best interests of all beneficiaries to protect funds for the long-term benefit of the Squamish Nation. We are looking for two Trustees, with at least one living on reserve, to serve a 4-year term from September 30, 2024, to September 30, 2028.

# WHAT TRUSTEES DO?

## Preserve the Trust

As a Trustee, you will preserve and invest the real value of the capital to ensure long-term growth and reinvestment to support the Trust's purposes.

## Follow the Law

Trustees must follow the rules and standards set by law.

## Seek Advice

Trustees must follow the rules and standards set by law.

## Act on Investment Advice

Trustees work with Investment Managers and follow the Investment Policy to manage and grow the Trust Property.

## Invest Wisely

Trustees invest the Trust Property as a careful investor would, using guidance from the Investment Managers and according to the law.

## DEFINITION OF REAL VALUE

In plain language, "real value" refers to the purchasing power of the capital after adjusting for inflation. It means maintaining the capital's ability to buy goods and services over time. For example, if inflation is 2% per year, and you want to preserve the real value of \$100,000, you need to ensure that the investment grows by at least 2% annually. This way, the \$100,000 will have the same purchasing power in the future as it does today. Preserving the real value means not just keeping the nominal amount the same, but ensuring it grows enough to counteract the effects of inflation.







## Role Purpose & Commitment

As a Trustee for the Squamish Nation Trust, you play a vital role in enhancing the well-being and prosperity of our community. Here's what you need to know about your responsibilities and commitment:

### ROLE PURPOSE

The Squamish Nation Trust aims to improve the well-being and success of our community by wisely managing the Trust Property. This includes investing funds to help them grow and reinvesting to maintain the Trust's financial health. Additionally, the Trust can lend or gift money to the Squamish Nation for projects that benefit the community, provided the Trustees approve these.

### COMMITMENT

Trustees are expected to attend regular monthly meetings during work hours. In addition to these meetings, you will need to participate in educational sessions, review investment reports, and fulfill other role commitments. There will be at least six meetings annually, and you must read all documents and materials in advance to participate fully.

### KEY RESPONSIBILITIES

- Financial Investment**  
The Trust reviews and approves short-, medium-, and long-term investments based on the Statements of Investment Policies and Procedures (SIPPs) and Squamish Nation Trust Agreement (2000)
- Policy Development & Review**  
The Trust reviews and approves policies that guide investment management through joint decision-making with the Squamish Nation Council.
- Support for the Squamish Nation**  
The Trust can lend and gift funds to the Squamish Nation for beneficial projects, subject to Trustee approval. Your role will involve overseeing these loans or gifts and ensuring they align with the Comprehensive Plan.



Ideal Candidate

ESSENTIAL QUALIFICATIONS,  
SKILLS, & ATTRIBUTES

ATTENDANCE & PARTICIPATION

- ☐ **Commitment to Regular Meetings**  
Trustees must attend monthly meetings, typically half-day sessions during work hours. Active participation in discussions and decision-making processes is crucial.
- ☐ **Engagement in Educational Sessions**  
Willingness to attend training and educational sessions to stay informed about best practices in trust management and investment strategies.

FINANCIAL LITERACY

- ☐ **Reading Financial Statements**  
Ability to understand and interpret financial statements, ensuring the Trust's financial health and compliance with legal requirements.
- ☐ **Investment Knowledge**  
Familiarity with investment reports and strategies, enabling informed decisions about the Trust's assets and growth.

BUSINESS ACUMEN

- ☐ **Business Experience**  
Prior experience in business, management, or related fields is highly valued. This includes skills in strategic planning, risk management, and financial oversight.
- ☐ **Analytical Thinking**  
Strong analytical skills to evaluate investment opportunities and assess their potential impact on the Trust's objectives.

INTEGRITY & ETHICAL JUDGMENT

- ☐ Trustees must act with the utmost integrity, putting the interests of the beneficiaries above their own and adhering to the Trust's ethical standards.

COMMUNICATION SKILLS

- ☐ **Effective Communication**  
Strong verbal and written communication skills to articulate ideas clearly and collaborate effectively with other Trustees and community members.
- ☐ **Listening Skills**  
Listen actively and consider diverse perspectives during discussions and decision-making.

TEAM COLLABORATION

- ☐ **Teamwork**  
Ability to work collaboratively with other Trustees, fostering a positive and productive environment.
- ☐ **Conflict Resolution**  
Skills in resolving conflicts and building consensus among Trustees and stakeholders.

STRATEGIC VISION

- ☐ **Long-term Planning**  
Visionary thinking to contribute to the long-term planning and sustainability of the Trust's assets.
- ☐ **Innovative Solutions**  
Creativity in finding creative solutions to the Trust's challenges and opportunities.

LEGAL & REGULATORY KNOWLEDGE

- ☐ **Compliance**  
Understanding relevant laws and regulations governing trust management, ensuring compliance with all legal obligations.
- ☐ **Risk Management**  
Awareness of risk management principles to protect the Trust's assets and mitigate potential liabilities.

By possessing these qualifications and skillsets, Trustees will be well-equipped to manage the Squamish Nation Trust effectively and ensure that it continues to benefit the community for generations. Your dedication and expertise will help us achieve our goals and uphold the Trust's mission. Join us in this vital role and make a lasting impact on the future of the Squamish Nation.

STEPS FOR SELECTION

- 1  
**Trustee applications are submitted**
- 2  
**Applications are evaluated by a review panel, based on a matrix of key qualifications, skills, and competencies**
- 3  
**Applications are evaluated by Council, and successful candidates are appointed**





Compensation

The Squamish Nation Trustees will manage \$65 million and more in assets. Compensation for this role is based on several factors, such as the complexity of the trust, the specific duties and responsibilities of the Trustee, and industry standards.

<div>1</div> <div>MEETING FEES</div> <div>\$1,500</div> <div>Per Meeting Fee</div> <div>\$9,000</div> <div>Annual Total for 6 Meetings</div>	<div>2</div> <div>ANNUAL RETAINER</div> <div>\$6,000</div> <div>Annual Retainer</div> <div>This retainer compensates for additional duties beyond meetings, such as oversight, decision-making, and other responsibilities.</div>	<div>3</div> <div>PERFORMANCE-BASED COMPENSATION</div> <div>\$1,500</div> <div>Trustee bonus recieved each year</div> <div>Each time the Trust achieves its primary purpose to preserve and grow the principal property of the Squamish Nation Trust.</div>	<div>COMPENSATION WILL RANGE FROM</div> <div>\$15K to \$24K</div>
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## How to Apply

# READY TO MAKE A DIFFERENCE?

Submit your application form, resume, cover letter, and three references to [CCO@squamish.net](mailto:CCO@squamish.net) with the **"SN Trustee Application"** subject line. For questions, call 604-980-4553 or email [cco@squamish.net](mailto:cco@squamish.net).

## STEP-BY-STEP GUIDE TO THE APPLICATION PROCESS

- 1** Fill out application form, including 3 references
- 2** Attach resume and cover letter

## CONTACT & SUBMISSION



Email [CCO@squamish.net](mailto:CCO@squamish.net) with **SN Trustee Application** in subject line



Phone  
**1 604 980 4553**



More information at  
[www.squamish.net/partnerships-entities/entities/squamish-nation-trust/](http://www.squamish.net/partnerships-entities/entities/squamish-nation-trust/)

## DEADLINE REMINDER

Date July 18 2025





# JOIN US IN BUILDING A STRONGER FUTURE

Thank you for considering  
this opportunity to serve your  
community and contribute to  
the long-term success of the  
Squamish Nation.



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Council

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[www.squamish.net](http://www.squamish.net)