



PATHWAYS
EXECUTIVE SEARCH



Ntityix Development Corporation
Board of Directors





About – Ntityix Development Corporation

Ntityix Development Corporation (“NDC”) is wholly owned by Westbank First Nation (“WFN”) and was established as the business entity to manage and grow the various for-profit business ventures of WFN. The mission of NDC is to operate successful businesses that generate sufficient profits to make the businesses sustainable for the long term while also generating sovereign wealth that benefits WFN and its members.

Ntityix is the **“Chief for all creatures in the water.”**

The salmon represents economic issues in the life of a community. The modern economy mimics the cyclical nature of the salmon’s life. The ups and downs in the economy are seasonal and normal; they cause us to persevere or prosper, but we must always keep the end goals in mind.

Two Salmon
Cycle of Life. Perseverance.
Hard Work. Provision.
Sacrifice.



Seven Salmon Eggs
Coming Generations.
Renewal. Sustainability.

Water
Source of Life.
Progression. Cleansing.

Vision, Mission and Values

Vision

Ntityix Development Corporation is the leading Indigenous land development and investment holding company to increase the health and prosperity of the Membership with a commitment to the economic development of Westbank First Nation.

Mission

Ntityix Development Corporation is a Westbank First Nation company with a growing and sustainable portfolio of diversified strategic assets to maximize community benefits to its shareholders and members.

Core Values

- Build trust and demonstrate accountability
- Conduct business with integrity and ethical practices
- Demonstrate effective leadership to ensure corporate success
- Empower creative collaboration
- Take pride in our Aboriginal cultural identity

Community Vision

In 20-30 years, Westbank First Nation will be financially self-sufficient, socially progressive, and culturally rich. Profits from Ntityix will fund WFN's social and government programs so that WFN will not be dependent on Federal funds. Our entrepreneurial activities will be our primary source of financial wealth and will fund the collective dreams for our community. Our people will have access to the best educational and vocational opportunities that the world has to offer.

We will have made substantial advancements in providing for the health and well-being of our people, specifically through the provision of housing for all of our members and social programs to eradicate poverty and addictions. Development on our lands will be environmentally sustainable, will support active lifestyles, and will support and enhance the Syilx language.

Our lands will have ample green space and parks. The Syilx culture and language will have modern and traditional expressions that form part of our everyday life. In 20-30 years, we will be a proud, strong, educated, prosperous, and healthy Syilx community that continues to set new standards for Indigenous communities around the world. These accomplishments will be made possible through the determination of our people, the strength of our government, and the success of our corporate endeavour.

Portfolio

Ntityx Development LP's diverse portfolio includes businesses and strategic assets in residential and commercial real estate, forestry management, construction management and professional services.

- Kilawna Builders Ltd.
- Lakeridge Park Subdivision
- Industrial Property
- Ntityx Resources LP
- Okanagan Lake Shopping Centre
- Snyatan Shopping Centre
- Spland Rd Townhomes
- Splmulaxw LP

Currently, under the NDC group for these assets, there are four operating companies for which regular Board governance is required, including:

- Ntityx Development Corporation
- Lakeridge Residential Park
- Kilawna Builders Ltd.
- Ntityx Resources LP

To learn more about Ntityx Development Corporation, please visit <https://ntityx.com/>



About – Westbank First Nation

Located in south-central British Columbia, Canada, Westbank First Nation is one of eight Okanagan Nation communities. The Syilx traditional territories extend from the south-central interior of B.C. to north-central Washington State. The Syilx people are a division of the Interior Salish, speak the Nsyilxcən language, and have inhabited the valley for thousands of years.

Westbank First Nation is comprised of five reserves totaling approximately 5,340 acres. Tsinstikeptum Reserves 9 and 10 borders Okanagan Lake and are in close proximity to the City of Kelowna, one of the fastest-growing cities in British Columbia. Kelowna has been rated among the most competitive places to do business in the Pacific Region of North America and is also one of the most livable cities in Canada.

Westbank First Nation has implemented one of the most comprehensive sets of community laws in Canada that cover the development and regulation of reserve lands. All persons residing or conducting business on reserve are subject to Westbank First Nation Laws.

Approximately 40% of WFN lands are developed and are fully serviced with cable, water, sewer and other utilities. The remaining lands are very desirable for future economic growth as the area responds to increasing demands for development.

Through its administration, Westbank First Nation operates a number of community services, including daycare and preschool services at Westbank Child Development Centre, and Sensiyusten House of Learning, a kindergarten to grade 6 elementary school.

There are approximately 900 Westbank First Nation Members, the majority of whom reside on reserve, along with 11,300+ non-member residents.



Westbank First Nation continued

To support the needs of the expanding population base, there are a number of malls that offer a wide range of retail and commercial services. Anchor tenants include Winners, Walmart, Superstore, Xtreme Landmark 8 Cinema, Home Depot, Canadian Tire and several major fast-food outlets.

In response to the needs of business, the Bank of Montreal, Royal Bank of Canada, Toronto Dominion Bank, CIBC, Peace Hills Trust, and the First Nations Finance Authority provide a broad spectrum of financial conveniences for the WFN community.

The Okanagan Valley is world-renowned as a major travel destination. Mild climates combined with stunning scenery and world-class skiing, golf and wine attractions create an abundance of activities for visitors. The Westbank First Nation administration recognizes the importance of tourism as being a significant part of the reserve economy and promotes tourism ventures on the reserve.

On April 1, 2005, and after two decades of community consultation and negotiation, the WFN Self-Government Act came into effect. The objective of the Chief and Council is to continue to grow the WFN economy and provide a solid and predictable economic climate in which businesses can flourish and members can prosper.

To learn more about Westbank First Nation, please visit <https://www.wfn.ca/>





Governance Structure & Commitment

The NDC parent board is responsible for developing and maintaining effective board governance structures, systems, and reporting processes for the subsidiary group of companies. As part of its ongoing responsibility, the Board will review its charter and terms of reference at least every five years to ensure best governance practices and policies. Also, annual Chair and Director self-evaluations and assessments of Board competencies will serve to identify any knowledge gaps. This will facilitate and encourage new potential Directors to join to ensure orderly succession and renewal of the Board as required.

Board meetings for the four operating companies are held quarterly for one half day up to one full day and are held at the NDC Corporate offices on the Westbank First Nation. There will also be committee meetings, including Financial Statements Approval, Planning & Audit (July), Finance & Investment (3-4 times per year), Strategic Planning (once/year), Executive Human Resources/CEO (2-3 times per year), and a Board evaluation meeting in the last quarter each year. Finally, special meetings may be held at the call of the Chair.

The NDC Chair and Directors will be required to attend a minimum of eight (8) meetings each year including the four quarterly operating company meetings, the Finance/Audit approval, the AGM, the Strategic Plan review, and Board Evaluation meetings each year. For this, the Chair will receive an annual retainer of \$20,000 and each Director, \$10,000. Additional honorariums of \$350 for half-day and \$600 for full-day meetings will be paid for other committee, subsidiary and special meetings as required. Costs related to travel to attend Board meetings will be reimbursed.



Board Director Profile

Currently, NDC is seeking a Chair and Board of Directors who are preferably members of Westbank First Nation; residents British Columbia (and preferably located in the Okanagan); and who can commit to a three (3) or four (4) year term with the possibility of renewal.

As a group, appointees will bring various capacities to the Board table. Key areas of expertise and experience will be in real estate, community building, economic development, investment management, natural resources/forestry, executive leadership, and transactional/legal knowledge. Appointees will be known for their integrity and ethics and possess sound and independent judgment, insight, business acumen, and a collaborative approach.

The NDC, in recent years, has experienced significant growth with a greater focus on real estate development to further diversify its existing portfolio of business. The ideal individual(s) will bring a strategic growth lens as a director and also bring the following experience and competencies to the Board at NDC:

- A national, regional and local perspective and knowledge of the dynamics of Indigenous communities and leaders, combined with an understanding of the diverse traditions and protocols within First Nations communities
- Knowledge of Westbank First Nation history, lands and culture
- Ability to read and evaluate financial statements and business plans
- Demonstrated previous board or committee experience combined with strong knowledge and understanding of best practices in governance
- Ability to attend all Board meetings and relevant Committee meetings, including travel and the necessary time commitments



Expression of Interest

If you would like to contribute to the vision and the mission of Ntityx Development Corporation, we invite all qualified applicants to submit a PDF cover letter and resume directly to Darrin Jamieson and Laurie Sterritt in confidence, outlining your interest, qualifications, and experience by the application deadline of **October 16, 2024**.

The Nomination Committee will review all applications, and interviews for the Chair and Board Members will be conducted before the end of **November 2024**.

Please feel free to contact Darrin or Laurie if you have any questions.

Darrin Jamieson • Partner

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Pathways Executive Search is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.