



Action Plan for 2023

For the Board, CEO, and Management Team

	Goals	Outcomes	Lead Party	Expected Timing	Status
	Community Hubs	<i>Provide spaces to connect, explore and create</i>			
CH1	Foster social cohesion in a time of growth and challenges.				
	CH1.1	Facilitate awareness and information gathering on BMPL as a community hub among personal circles.	Board	November	
	CH1.2	Identify and address at least 3 systemic challenges that limit community access to BMPL	CEO	September	
	CH1.3	Reduce social isolation for older adults through community hub access	CEO	December	
	CH1.4	Participate in the TBM DEI Committee, bringing information back to BMPL and supporting the TBM initiatives	CEO	December	
	CH1.5	Develop relationships with Seasonal Agricultural Employees and Agricultural Community	CEO	June	
	CH1.6	Reflect and celebrate Indigenous cultures and histories, through programs and collections	CEO	October	
CH2	Develop multi-use spaces and provide outreach services.				
	CH2.1	Cooperate with TBM Staff and Council for an East End Hub which includes a new Library Branch	Board & CEO	December	
	CH2.2	Cooperate with TBM Staff for Library services available within proposed Campus of Care	CEO	December	
	CH2.3	Partner with TBM to expand outreach services into TBM facilities across the municipality	Board & CEO	December	

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	CH2.4	Develop a 2023 outreach strategy	CEO	March	
	CH2.5	Provide 25 outreach services & pop-up library events throughout the TBM community	CEO	December	
	CH2.6	Expand programs in the Craigleith area	CEO	December	
	CH2.7	Promote homebound services for shut-ins and short/long-term disability community members	CEO	March	
CH3	Provide technologically-connected spaces.				
	CH3.1	Prioritize capital expenses which improve technologically-connected spaces.	CEO	February	
	CH3.2	Promote options for Boardroom and Gallery hybrid meetings and apply for external funding	CEO	April	
	CH3.3	Improve OPAC access at LES	CEO	October	
	Empowering Services	<i>Create a service model that reaches those who live, work, and play in The Town of the Blue Mountains.</i>			
ES1	Provide diverse GLAM services, collections and programs.				
	ES1.1	Achieve OPLG Accreditation 2023	CEO	September	
	ES1.2	Recruit and implement the 2024 Juried [art] Show to be held in The Gallery at L.E. Shore	CEO	September	
	ES1.3	Develop quarterly plans for balanced services of virtual programs and face-to-face services throughout the ongoing pandemic	CEO	Q1 Q2 Q3 Q4	
	ES1.4	Promote educational resources and programming based around local Indigenous histories	CEO	November	

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	ES1.5	Expand learning opportunities for older adults by 5%	CEO	December	
	ES1.6	Diversify programs to incorporate intergenerational offerings and learning opportunities throughout the program offerings	CEO	December	
	ES1.7	Expand alternate collections usage by 15%	CEO	December	
ES2	Support 21st century literacy through resources, opportunities and coaching.				
	ES2.1	Provide 45 digital literacy workshops for a variety of ages	CEO	December	
	ES2.2	Offer technology recreation program opportunities.	CEO	December	
	ES2.3	Provide programming and resources on eco-consciousness and sustainability	CEO	September	
ES3	Expand the Virtual Branch.				
	ES3.1	Launch the new BMPL website	CEO	January	COMPLETE 01-10-2023
	ES3.2	Promote the BMPL Virtual Branch	CEO	March	
	ES3.3	Achieve Gallery virtual usage of at least 3,000	CEO	December	
	ES3.4	Achieve Library digital subscriptions usage by of at least 4,000	CEO	December	
	ES3.5	Achieve Museum & Archives virtual usage of at least 3,500	CEO	December	
	ES3.6	Create a Community Builders webpage	CEO	June	
	ES3.7	Develop a list of skillsets to be included in the Community Builders webpage in 2023	CEO	June	

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	Organizational Excellence	<i>Grow BMPL as a key partner and community resource.</i>			
OE1	Retain and recruit personnel as an employer of choice.				
	OE1.1	Maintain a salary grid which provides internal pay equity with TBM	Board	March	
	OE1.2	Develop Board Training Program	Board	March	
	OE1.3	Approve Health & Safety Continuous Improvement Goals 2023	Board with JHSC	January	COMPLETE 01-19-2023
	OE1.4	Orient new Board and Council	Board with CEO	February	
	OE1.5	Attend Board Assembly Meetings	Board	Spring Fall	<i>On Agenda</i>
	OE1.6	Attend OLBA Bootcamp Feb 2023	Board	February	
	OE1.7	Promote Volunteer Program and raise usage to pre-pandemic levels	CEO	October	
OE2	Demonstrate stewardship through transparency and accountability.				
	OE2.1	Develop 2023 Action Plan using 2022-2026 Strategic Plan	Board & CEO	January	COMPLETE 01-19-2023
	OE2.2	Develop 2024 Action Plan using Strategic Plan 2022-2026	Board & CEO	November	
	OE2.3	Complete annual policy review (Health & Safety, AODA, By-Laws & Governance)	Board	June	
	OE2.4	Complete the Annual Respectful Workplaces Compliance Report	CEO	January	
	OE2.5	Complete Annual Risk Assessment	CEO	April	
	OE2.6	Approve Audited Financials	Board	June	
	OE2.7	Approve Auditor for 2023 Financials	Board	June	
	OE2.8	Present ROI for Social Value Report to Council	Board	June	

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	OE2.9	Public Annual Report	Board & CEO	June	
	OE2.10	Complete Board Evaluation	Board	November	
	OE2.11	Demonstrate our green commitment to environmental stewardship	Board & CEO	Q1 Q2 Q3 Q4	
OE3	Increase BMPL financial opportunities.				
	OE3.1	Approve a 2023 Budget	Board	February	
	OE3.2	Finalize Charitable Status	Board & CEO	June	
	OE3.3	Increase revenue from grant initiatives by 5%	CEO	December	
	OE3.4	Identify up to 5 new opportunities which will further library partnerships and/or services	CEO	September	
OE4	Be a Key Partner within the municipality.				
	OE4.1	Hold quarterly meetings between the Town CAO and the Library CEO re MOU and shared goals	CEO	Q1 Q2 Q3 Q4	
	OE4.2	Hold semi-annual informal coffee meetings with Board member and Council member	Board	Spring Fall	
	OE4.3	Present the Year in Review 2022 annual report to Council	Board & CEO	June	
	OE4.4	Expand opportunities for underserved communities through partnerships	CEO	October	
	OE4.5	Plan at least one large community Truth & Reconciliation event, led by Indigenous partners	CEO	June	
	OE4.6	Provide (through partnerships) topical older adult programs	CEO	December	

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	OE4.7	Grow partnerships for the mutual benefit of BMPL and stakeholders	CEO	December	
	OE4.8	Participate in the TBM Accessibility and DEI committees	CEO	December	
	OE4.9	Develop an Arts Walk to promote the Bruce/Marsh Street Corridor	CEO	July	
OE5	Provide inclusive and engaging communications with and to the community.				
	OE5.1	Provide 2022-2026 Strategic Plan update to Council through Committee of Whole	Board & CEO	February	
	OE5.2	Identify key supporters and develop a communication plan with priority groups	Board	June	
	OE5.3	Provide information on GLAM services, collections and programs at Pop-up locations	CEO	August	
	OE5.4	Increase social media number by 5% [3000]	CEO	December	
	OE5.5	Increase blog registrations by 10% [2,750]	CEO	December	