
Board Meeting

Meeting Date: October 16, 2025
Meeting Time: 1:00 p.m.
Location: The Boardroom at L.E. Shore
Prepared By: Jennifer Murley, CEO/Secretary of the Board

Mission: The Blue Mountains Public Library is a dynamic centre of community engagement where everyone can connect, explore and create.



When available, this Board meeting will be recorded and made available on the BMPL YouTube Channel. Technical difficulties with social media platforms are not sufficient reason to cancel/postpone a meeting. The Community is also welcome to be onsite for meetings, or to present in either E1 or E2.

A. Call to Order

- A.1 Moment of Reflection
 - A.2 Indigenous Acknowledgement Statement
 - A.3 Public Announcement
- If members of the public are present.*

B. Agenda

- B.1 Approval of the Agenda

Recommended Motion

Moved by ___ and seconded by ___, THAT the Agenda of October 16, 2025, be approved as circulated, including any items added to the Agenda.

- B.2 Declaration of Pecuniary Interest and General Nature Thereof

NOTE: Known pecuniary interests should be provided to the Board Secretary in writing and be noted as part of this agenda item. Should items arise during the meeting, the member shall make notice.

C. Reports to be “Received as Information”

NOTE: Before there is any discussion on the items listed below, they must be received by this Board. Additional recommendations outlined in any of these items, as well as any subsequent motions, will be addressed at the time of discussion.

Recommended Motion

Moved by ___ and seconded by ___, THAT this Board receive as information:

1. 2025 Action Plan Status
2. ADM.25.26 entitled “Q3 Statistical Report 2025”

D. Minutes

D.1 Previous Minutes

Recommended Motion

Moved by ___ and seconded by ___, THAT this Board approves the Blue Mountains Public Library Board minutes of September 18, 2025, as circulated/amended;

AND THAT this Board receives as information the Strategic Planning Steering Committee minutes of September 4, 2025.

D.2 Business Arising from the Minutes

E. Communications with the Board

Deadline for registration is Monday, October 13 at 2pm.

E.1 Deputations

None at the time of agenda creation.

NOTE: In accordance with Ontario’s Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) and Board policy, the Blue Mountains Public Library Board wishes to inform the public that all information including opinions, presentations, reports, and documentation provided for or at an Open Meeting are considered part of the public record. This information may be posted on the Library website, included in Board packages, published in video record, and/or made available to the public upon request.

E.2 Public Input on the Agenda

NOTE: Any individual may choose to register for a virtual link to participate in the Public Input virtually or be present onsite for face-to-face meetings without registering. Said correspondence must meet the BMPL’s [BLG.2018.6.7 Public Input on Agenda Items](#) criteria.

In addition to Correspondence, any members of the public who would like to attend the Board Meeting virtually may do so by contacting LibraryCEO@TheBlueMountains.ca. Requests received prior to 4:00pm the *day prior* to the Board Meeting will be provided with internet and/or phone login information. Credentials are available one month prior to the meeting, so requests need not be made the day of. Visitors may also attend in person without registering.

E.3. Correspondence

None at the time of agenda creation.

F. Strategic Plan Updates & Action Items

NOTE: To better facilitate this section, all reports and discussions have been identified. The Board may make decisions at any time and does not require a formal report or recommended motion to do so.

F.1 Action Planning

1. **Discussion:** *2025 Action Plan Status*

F.2 Strategic Plan Pillar: Community Hubs

1. **Verbal Report:** Multi-use Recreation Feasibility Assessment (MURFA) Next Steps [Library CEO]
2. **Verbal Report:** Space Utilization Study [Library CEO & Associate Marc Bartolucci from Salter Pilon]
3. **Verbal Report:** Digitization of Local Newspapers [Library CEO & Museum Curator]

F.3 Strategic Plan Pillar: Organizational Excellence

1. **Verbal Report:** Strategic Planning Steering Committee [Committee Chair, Joanne de Visser]
2. **Verbal Report:** Craigeith Community Working Group [Member Laurey Gillies]
3. **Verbal Report:** Q3 Finances & 2026 Draft Budget [Library CEO]
4. **Discussion:** CEO Evaluation Process

Recommended Motion

Moved by ____ and seconded by ____, THAT this Board appoint ____, ____, and ____ to the 2026 CEO Evaluation Committee.

5. **Discussion:** Board Evaluation Process
6. **Report:** ADM.25.26 entitled "Q3 Statistical Report 2025"

F.4 Strategic Plan Pillar: Empowering Services

1. **Verbal Report:** 30th Anniversary Celebrations [Library CEO]

G. Roundtable

G.1 Roundtable—General updates by the Board

NOTE: The Roundtable is an opportunity for members to share information on events, activities, or general information which members may wish to attend and/or review. This is not intended for new business or discussion pertaining to Action Items.

1) Community Updates and News

- The Gauntlet (October 1, 2025): [Alberta school library restriction policies: The good, the bad, and what it means for you](#)
- Windsor News Today (October 2, 2025): [Province invests money to help First Nations and rural libraries get reliable internet](#)
- CBC News (October 5, 2025): [New funding to help Toronto Public Library expand resources for seniors](#)
- Collingwood Today (October 6, 2025): [Grey County hosting discussions on human trafficking in region](#)

2) BMPL Special Events

- [30th Anniversary Event: On Book Banning with Ira Wells](#)
Friday, October 17 | 7 pm | L.E. Shore Memorial Library
- [The Art of Murder with Maggie Giles: An Author Talk](#)
Thursday, October 23 | 6-7 pm | L.E. Shore Memorial Library
- [Film Showing: Billy Bishop Goes to War with Director Barbara Willis Sweete](#)
Friday, October 24 | 6:30-8:30 pm | L.E. Shore Memorial Library
- [Frankenstein Escape Room](#)
Thursday, October 30 | 7-8:30 pm | L.E. Shore Memorial Library
- [Exhibit Opening: The Art of Being](#)
Saturday, November 1 | 2-4 pm | L.E. Shore Memorial Library

H. Key Messages

H.1 Key Messages Update

Recommended Motion

Moved by ____ and seconded by ____, THAT this Board approves the release of the October 2025 Key Messages.

I. Notice of Meeting Dates

The next regular Board Meeting is scheduled for November 20, 2025, at 1:00 p.m. in the L.E. Shore Boardroom.

All meetings and relevant agenda materials will be posted on the [Meeting and Agenda](#) page of Governance.

J. Adjournment

Recommended Motion

THAT this Board does now adjourn at ____ p.m. to meet again on November 20, 2025, in the Boardroom at the L.E. Shore Memorial Library and Virtually, or at the call of the Chair.

The Blue Mountains Public Library Board Meeting

DRAFT
Not Approved

Meeting Date: September 18, 2025

Meeting Time: 1:00 p.m.

Location: Library Boardroom

[Posted to YouTube](#)

Prepared By: Jennifer Murley, CEO/Secretary of the Board
Franz Greenfield, Administrative Assistant

In Attendance: Carol Sackville-Duyvelshoff
Joanne de Visser (Vice-Chair)
Julia Scott (Chair)
Kristina Wichman
Laurey Gillies
~~Marie Swift~~
Shawn McKinlay

Guests: Steve Conn, Fire Chief
Diana Livingston, CEMC Coordinator & Administrative Assistant for Fire Services
Phil Pesek, Manager of Facilities & Fleet

Absent: N/A

Regrets: Marie Swift

Staff: Jennifer Murley, CEO
Franz Greenfield, Administrative Assistant

A. Call to Order

A.1 Moment of Reflection

The Board meeting, via Zoom, was called to order by the Chair at 1:02p.m. A Moment of Reflection was observed.

A.2 Indigenous Acknowledgement Statement

The Chair read the Indigenous Acknowledgement Statement.

A.3 Public Announcement

None – no members of the public were present.

B. Agenda

B.1 Approval of the Agenda

BMPL-Resolution 2025-049

Moved by Kristina Wichman and seconded by Laurey Gillies, THAT the Agenda of September 18, 2025, be approved as circulated, including any items added to the Agenda. CARRIED.

- B.2 Declaration of Pecuniary Interest and General Nature Thereof**
None.

C. Reports to be “Received as Information”

All reports to be received as information were received with additional discussion occurring as the items arose within the agenda.

BMPL-Resolution 2025-050

Moved by Shawn McKinlay and seconded by Joanne de Visser, THAT this Board receive as information:

- 1) *2025 Action Plan Status*
 - 2) *GOV.25.03 entitled “Strategic Planning Committee Report-September”*
 - 3) *ADM.25.25 entitled “Q2 Statistical Report 2025”*
- CARRIED.

D. Minutes

- D.1 Previous Minutes**

It was noted that some edits were requested and incorporated prior to this meeting.

BMPL-Resolution 2025-051

Moved by Carol Sackville-Duyvelshoff and seconded by Laurey Gillies, THAT this Board approves the Blue Mountains Public Library Board minutes of July 17, 2025, as amended;

AND THAT this Board receives as information the Strategic Planning Steering Committee minutes of July 31, 2025. CARRIED.

- D.2 Business Arising from the Minutes**
None.

E. Communications with the Board

The deadline for registration was Monday, September 15 at 2:00p.m.

- E.1 Deputations**
None.

- E.2 Public Input on the Agenda**
No members of the public were present.

E.3 Correspondence

1. OLA FOPL Response to 2025 DC Regulatory Proposal
Presented as information.
2. OLA FOPL Connectivity Ask
Presented as information.

BMPL-Resolution 2025-052

Moved by Joanne de Visser and seconded by Laurey Gillies, THAT this Board receives as information items E.3.1: OLA FOPL Response to 2025 DC Regulatory Proposal and E.3.2: OLA FOPL Connectivity Ask. CARRIED.

F. Strategic Plan Updates & Action Items

F.1 Strategic Plan Pillar: Organizational Excellence

1. **Presentation:** *Town Emergency Management Plan [Fire Chief Steve Conn and Diana Livingston, Town of The Blue Mountains CEMC Coordinator & Administrative Assistant for Fire Services]*

The presentation provided an overview of the library's (and staff) role during an emergency in TBM, which would primarily be information distribution and redirection. It was emphasized that the library would only be recruited in the event of a larger emergency lasting more than a few days.

2. **Verbal Update:** *Update on Facilities: Washroom Renovation Project at L.E. Shore, Building Condition Assessments, and Generator [Phil Pesek, Town of the Blue Mountains Manager of Facilities & Fleet]*

Washroom Renovation Project

- An overview of this project was provided, outlining the plan to modernize the bathrooms for accessibility. The project will also ensure that the new facilities continue to match the rest of the building's aesthetic.
- Tentatively, completion is estimated for November 2025.
- The project will be covered by Council's capital budget.

Building condition assessment

- The Town has engaged a consulting firm to complete a buildings condition assessment of municipal facilities, identifying critical issues, developing budgets for the current and future years and communicating the remaining life spans of assets.
- Several rounds of assessments will occur. BMPL facilities will be included in the first round, which is already underway. This assessment will identify projects to be completed over the next 5 years, as well as required budgets.

Generator

As the designated emergency media center, the Library is a top priority for a generator. However, other municipal facilities have even greater need of back up power and will be prioritized first. Pending Council budget allowances, the Library will receive theirs in 2026 or 2027.

3. **Discussion:** *2026 OLA Super Conference Board Attendance*

CEO Murley encouraged the Board to attend, specifically the Board-related presentations occurring on the last Saturday of January. Two BMPL staff have submitted presentation proposals for the conference, including CEO Murley (in partnership with the Collingwood Public Library CEO).

4. **Report:** *GOV.25.03 entitled "Strategic Planning Committee Report-September"*

After further study of the 2022-2026 Strategic Plan, the Committee concluded that major adjustments were required to ensure the Plan is relevant for our current and evolving landscape. The new Plan, covering a 10-year span, will be designed to provide a high-level, guiding framework. This will ensure that the Plan remains relevant, regardless of environmental changes or Board turnover, while ensuring the most important deliverables are achieved.

The Committee requested that timelines be adjusted, moving the final approval of the new plan to November 2026. It was noted that this adjustment would deviate from policy *POL-BLG.2018.99 Agenda & Multi Year Agendas* - this will be revisited in January 2026.

Formal community consultation will begin in fall of 2025 and run through the winter of 2026.

5. **Report:** *ADM.25.25 entitled "Q2 Statistical Report 2025"*

The Board requested edits for clarity and directed CEO Murley to begin sharing these reports with Town Council.

F.2 Action Planning

1. **Discussion:** *2025 Action Plan Status*

An update on the *2025 Action Plan Status* was provided. Of specific note, the application for charitable status has been completed and submitted.

F.3 Strategic Plan Pillar: Community Hubs

1. **Verbal Report** *Multi-Use Recreation Feasibility Assessment (MURFA) Next Steps*

In consultation with the CEO, Ryan Gibbons (Director of Community Services) is preparing a staff report with recommendations informed by the consultants' findings. This report will be presented to the Committee of the Whole on October 6, 2025.

Should Council choose to proceed to phase two of the project, the staff report recommends that the library remain involved in future discussions.

2. **Verbal Report:** *CEO Update on the Youth Climate Action Fund (YCAF)*
CEO Murley spoke to a hybrid workshop held simultaneously in Thornbury and Owen Sound, noting the enthusiasm of the youth participants.
3. **Verbal Report:** *CEO Update on the Space Utilization Study*
Once documentation is finalized, CEO Murley will be able to announce the firm undergoing this project. CEO Murley noted that the Proponent was able to work under the required budget, and therefore, only the CEO's signature was required to bind the contract.

F.4 Strategic Plan Pillar: Empowering Services

1. **Verbal Update:** *30th Anniversary Celebrations*
The 30th Anniversary Celebrations website is now live, listing all anniversary events:
<https://www.thebluemountainslibrary.ca/30th-anniversary>

G. Roundtable

G.1 Roundtable—General updates by the Board

- 1) Community Updates and News
 - Community Updates:
 - Member Sackville-Duyvelshoff noted that during the presentation that the Marsh Street Centre gave to Town Council, one of the Council members suggested that the Centre investigate a partnership with the Library for an International Women's Day event. CEO Murley expressed interest in exploring this further.
 - Member Gillies will be attending the Craigeith Working Group meeting on September 22 and will provide an update at the next Board meeting.
 - News:
 - Centre for Free Expression (September 2, 2025): [Alberta's Real Disgrace is Not Banning Atwood & Huxley \(Bad Though That Is\): It Is Something Far Worse](#)
 - Kawartha Now (September 6, 2025): [Peterborough Public Library to reinstate three librarian positions full-time library CEO position](#)
 - CBC News (September 8 2025): [New Alberta school books order bans explicit images of sexual acts](#)
 - University of Victoria (September 10, 2025): [Reimagining the Future of Libraries](#)
 - Collingwood Today (September 11, 2025): [Adam Smith Named New CAO for TBM](#)
- 2) BMPL Special Events
 - [Film: Voices – Lighting a Pathway to Indigenous Inclusion](#)
Friday, September 26 | 6-8 pm | L.E. Shore Memorial Library
 - [Every Child Matters: Scrunchie Project](#)
Tuesday, September 30 | 3:30-4:30 pm | L.E. Shore Memorial Library
 - [30th Anniversary Event: Author Talk & Exhibit Opening: Daughters of Aatenstic](#)
Saturday, October 4 | 1-4 pm | L.E. Shore Memorial Library

- [Uncovering Vinland: A Viking Mystery Solved? With Robert Burcher](#)
Thursday, October 9 | 7:30-9 pm | L.E. Shore Memorial Library

H. Key Messages

The Key Messages were determined by the Board and approved for release.

BMPL-Resolution 2025-053

Moved by Shawn McKinlay and seconded by Joanne de Visser, THAT this Board approve the release of the Key Messages Update-September 2025. CARRIED.

I. Notice of Meeting Dates

The next regular Board Meeting is scheduled for October 16, 2025, at 1:00 p.m. in the L.E. Shore Boardroom.

All meetings and relevant agenda materials will be posted on the [Meeting and Agenda](#) page of Governance.

J. Adjourned

The Chair declared adjournment at 3:49 p.m.

Julia Scott, Chair

Jennifer Murley, Board Secretary



Committee Minutes

The Blue Mountains Public Library Board
Meeting

Strategic Planning Steering Committee

DRAFT
Not Approved

Meeting Date: Thursday, September 4, 2025
Meeting Time: 1:00 p.m.
Location: Boardroom, L.E. Shore Memorial Library & Gallery
Prepared by: Jennifer Murley, CEO

Present: Joanne de Visser (Committee Chair), Kristina Wichman, Carol Sackville-Duyvelshoff, Jennifer Murley (CEO)

Committee Mandate:

Reporting to the Board, the Strategic Planning Steering Committee will oversee the planning process, establish timelines and milestones, and present the draft updated Plan to the Board for final approval.

A. Call to Order

A.1 Agenda Review

The Chair called the meeting to order at 1:10 p.m. The agenda was reviewed with no additions or amendments.

A.2 Previous Meeting Minutes

The Committee approved the minutes of the July 31 meeting, with revisions. Updates included slight changes to the proposed pillars and minor edits to Section B.3. The finalized minutes were forwarded to the Board for information.

B. New and Unfinished Business

B.1. Review: Environmental Scan [Compiled by the CEO]

The Committee reviewed the draft environmental scan. While substantial progress has been made, members noted that further research is required before presenting detailed findings to the Board.

Additions were made to the sections on service delivery, community engagement, sectoral trends, and societal trends.

The Committee emphasized the importance of community consultation to identify knowledge gaps, particularly around community awareness and perceptions of the library, Heritage Depot (CHD), and cultural services, as well as priorities for services, spaces, and equitable access. Members also discussed the value of engaging with the Arts & Culture Council and their alignment with the “Thriving Culture” pillar. Additional analysis of program offerings and attendance will be required. The need to enhance visibility and understanding of the CHD was also discussed.

B.2. Review: Community Profile [Compiled by the CEO]

The Committee reviewed the draft community profile, which draws heavily on research conducted by the Town of The Blue Mountains’ consultants, Strategy Corp, to avoid duplication and leverage external expertise. It was also determined that deeper analysis was needed to create a clear profile of the Town of The Blue Mountains community in the next 10+ years.

B.3. Discussion: Vision/Mission/Values/Pillars

The Committee revisited the draft vision, mission, values, and pillars considering this new research. There was consensus to include the proposed changes in the Committee’s report to the Board on September 18, 2025, regular meeting and confirmed a desire to work with a 10-year horizon for the framework.

B.4. Discussion: Draft Consultation Plan & Timelines

The Committee reviewed the Board-approved timelines for consultation and Strategic Plan implementation. It was agreed that revisions are needed to allow for meaningful engagement and to avoid consultation fatigue. Given the Town’s Strategic Planning Process, the upcoming Space Utilization Study, and the Library’s 30th anniversary celebrations, extensive consultation in Fall 2025 was deemed unrealistic. The CEO proposed focusing on youth consultation and incorporating a visioning exercise into the anniversary events—meeting the community where they already are and celebrating both past achievements and future goals.

B.5. Develop Recommendations for Board Review & Approval

The CEO will revise the Committee’s follow-up report to the Board for the September 18 meeting, circulating it to members in advance to ensure alignment with today’s discussion.

The Committee recommended that the report be structured to include the current status of the plan, identified gaps, draft mission/vision/values/pillars, and proposed timeline revisions. The revised consultation timeline is as follows:

- **Phase 1: Youth Consultation & 30th Anniversary Visioning** – Fall 2025
- **Phase 2: Community Consultation & Consolidation of Findings** – January–April 2026
- **First Draft of Strategic Plan to Board for Review** – September 2026

- **Final Board Approval of Strategic Plan – November 2026**

C. Notice of Meeting Dates / Adjournment

The Chair adjourned the meeting at 3:30 pm. The Committee will meet again at the call of the Chair.

2025 Action Plan – Summary

Pillar	Key Results	Status (Green, Yellow, Red)	Highlights
COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs		
	1. Implement top 2 - 3 priority space improvement items identified in the Space accessibility audits and gap analyses		Audits completed; LES bathroom renovation in progress. Clutter addressed in staff areas and storage spaces. Fridge issue at CHD resolved.
	2. Council supports space improvements and/or expansion recommendation through resolution		MURFA final report received. Follow up report to COW has been bumped to October 27. Space Utilization Study contract awarded and initial site visits completed.
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community		
	1. Improve Awareness of BMPL as a valuable community resource through in-person and media exposure		30 Anniversary celebrations have begun; physical cultural map printed; Neighbours of the Blue Mountains cover story secured; increased media attention on track.
	2. Increase use of GLAM services		Washroom renovation may affect usage of in person services (i.e. visits, program cancellations, private bookings).
	3. Increase participation in Town Initiatives		Features in TBM publications; MURFA, YCAF, SAM, JHSC, Sustainability Summit; All Town Staff Meetings.
	4. Increase participation in community advocacy efforts		Representation on Craighleith Community Working Group secured; Bill C-5 advocacy.
ORGANIZATIONAL EXCELLENCE	Enhance organizational resilience		
	1. Staff are trained on Privacy of Information, Cybersecurity, AI and safety protocols for Challenging Interactions		AI policy implemented; training and outreach ongoing.
	2. Solidify 2025 funding sources and develop a multi-year strategic financial plan		Charitable status application completed and pending. Reserve policy timeline TBD. Should align with Town.

Status Legend:

On Track

At Risk

Late

2024 Library Board Evaluation

Section One: Governance

The Blue Mountains Public Library Board is a governing board and a legal corporation under the Public Libraries Act, responsible for the management and control of the public library, including the creation of policies.

***This survey is an adaptation of the CMHA's Board Evaluation, provided to the BMPL Board at the September 19, 2024 Board meeting.**

1. Please rate the following aspects of the Board's governance performance:

	Very Good	Good	Not So Good	Poor
Establishing strategic directions for the BMPL	☐	☐	☐	☐
Monitoring the CEO's performance	☐	☐	☐	☐
Developing and maintaining effective governance policies	☐	☐	☐	☐
Ensuring appropriate organizational policies are in place	☐	☐	☐	☐
Ensuring effective risk management	☐	☐	☐	☐
Exercising effective control over financial affairs	☐	☐	☐	☐
Placing the good of the BMPL over any individual interests	☐	☐	☐	☐
Presenting a positive profile of the BMPL in the community	☐	☐	☐	☐
Ensuring effective Board and CEO succession planning	☐	☐	☐	☐

2. If you provided a negative response (i.e. not satisfactory or poor) for any of the governance-related items, please specify the area and provide details and/or suggestions for improvement.

Section Two: Board Operations

3. Please rate your level of agreement or disagreement with each of the statements below.

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
The Board is dealing with important issues	☐	☐	☐	☐
Board members represent a variety of philosophical perspectives	☐	☐	☐	☐
Decisions are made based on accurate and timely information	☐	☐	☐	☐
The skill mix on the Board is adequate to do the job	☐	☐	☐	☐
There is a clear distinction between Board and CEO roles	☐	☐	☐	☐
The Board asks constructive questions	☐	☐	☐	☐
The Board keeps abreast of relevant trends, events, and emerging issues pertaining to the BMPL and public libraries in general	☐	☐	☐	☐
New Board members receive adequate orientation	☐	☐	☐	☐
There are sufficient appropriate professional development opportunities for Board members	☐	☐	☐	☐
Board members have the necessary resources and support to do their job	☐	☐	☐	☐
The Board functions objectively and independently, without undue influence from management	☐	☐	☐	☐
The Board has adequate information to monitor organizational performance	☐	☐	☐	☐

4. If you provided a negative response to any of the items concerning Board operations, please provide further details and/or suggestions for improvement.

2024 Library Board Evaluation

Section Three: Board Culture

5. Please indicate your level of agreement or disagreement with each of the following statements related to the attitudes, values, and group dynamics of the Board:

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
The members of this Board work well together	☐	☐	☐	☐
Board members are committed and loyal to the organization	☐	☐	☐	☐
I believe my comments are respected by others	☐	☐	☐	☐
I feel comfortable in "speaking my mind" at Board meetings	☐	☐	☐	☐
Flexibility, adaptability, and forward thinking is valued	☐	☐	☐	☐
Communication is open, honest, and transparent	☐	☐	☐	☐
There is a good team spirit	☐	☐	☐	☐
Constructive dissent is encouraged	☐	☐	☐	☐
Any conflict among Board members is acknowledged and addressed	☐	☐	☐	☐
Once consensus on an issue has been reached the Board speaks with one voice	☐	☐	☐	☐

6. If you provided a negative response to any of the items related to Board culture, please provide more details and/or suggestions for improvement.

2024 Library Board Evaluation

Section Four: Self Evaluation

7. Please rate the following aspects of your own performance as a member of the Board over the past year.

	Very Good	Good	Not so Good	Poor
Attendance of meetings	☐	☐	☐	☐
Preparation for meetings	☐	☐	☐	☐
Participation at meetings	☐	☐	☐	☐
Understanding of my roles and obligations as a Board member	☐	☐	☐	☐
Understanding of the BMPL's mission, vision, values, and goals	☐	☐	☐	☐
Knowledge of the organization	☐	☐	☐	☐
Understanding of relevant legislation and regulations	☐	☐	☐	☐
Understanding of my role relative to management	☐	☐	☐	☐
Awareness of relevant trends, events, and emerging issues	☐	☐	☐	☐
Ability to provide financial oversight	☐	☐	☐	☐

8. Still thinking of your own involvement with the Board, please indicate your level of agreement or disagreement with each of the following statements:

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree
I am committed and loyal to the organization	☐	☐	☐	☐
I approach all issues objectively and am not unduly influenced by management	☐	☐	☐	☐
I communicate clearly and openly	☐	☐	☐	☐
I ask relevant and constructive questions at Board and committee meetings	☐	☐	☐	☐
I listen to other Board members and respect their opinions	☐	☐	☐	☐
I do a good job representing our organization to the members and community	☐	☐	☐	☐
Overall, I make a positive contribution to the BMPL Board	☐	☐	☐	☐

9. What is the greatest single strength that you bring to the Board?

10. What are your professional development priorities as a Board member next year?

2024 Library Board Evaluation

Section Five: General

11. Keeping your answers to all the previous questions in mind, how would you rate the overall effectiveness of the Board in contributing to the mandate of the BMPL?

Very Good

Good

Not so Good

Poor



12. What do you believe is the single most important strength of this Board?

13. Are there any obstacles interfering with Board performance?

☐ Yes

☐ No

14. If you answered yes, please specify the obstacles that are interfering with the Board.

15. Please feel free to make any other comments or suggestions to assist in future Board planning and development initiatives.



Quarterly Report

Q3 2025

Plan Overview

2022-2026 Strategic Plan

Strategic Pillar	Strategic Goals	Strategic Priorities
COMMUNITY HUBS	Provide spaces to connect, explore, and create.	• Social Connectedness & belonging • Multi-use spaces & outreach services • Technologically connected spaces
EMPOWERING SERVICES	[Deliver] a service model that reaches those who live, work, and play in the TBM.	• Provide GLAM programs, services, & collections • Support 21st Century Literacy • Expand the Virtual branch
ORGANIZATIONAL EXCELLENCE	Grow BMPL as a key partner and community resource	• Be an employer of choice • Expand financial opportunities • Be a steward of transparency and accountability, [environmental sustainability] • Be a key partner with the Municipality

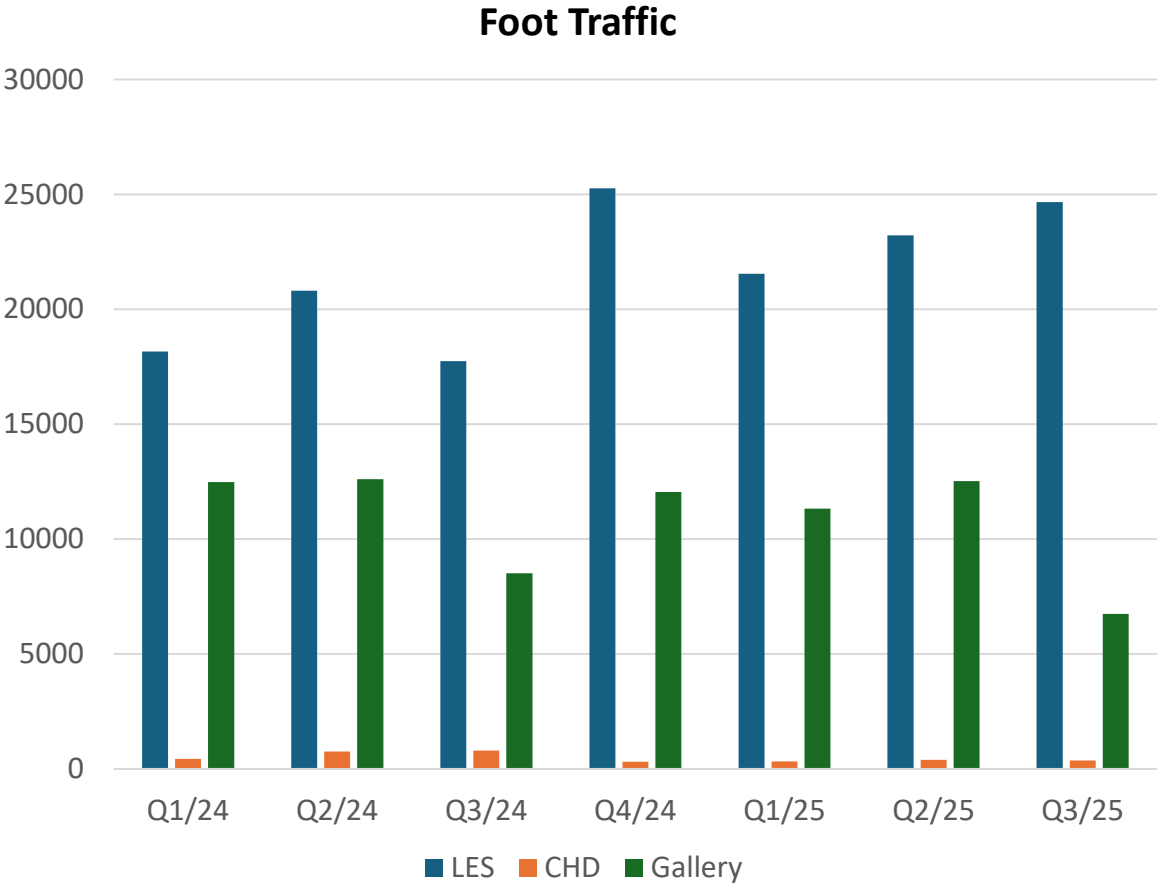
2025 Annual Plan

Strategic Pillar	2025 Goals	Key Results
COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs	• Implement top 2-3 priority space improvement items identified in the space accessibility audits and gap analyses. • Council supports space improvements and expansion recommendation through resolution
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community.	• Improve awareness of BMPL as a valuable community resources through in-person and media exposure • Increase use of GLAM services • Increase participation in Town initiatives • Increase participation in community advocacy efforts
ORGANIZATIONAL EXCELLENCE	Respond to challenges to security, intellectual freedom, shifting attitudes toward formal commitments to Inclusion, Diversity, Equity, and Accessibility (IDEA), and economic stability.	• Staff are trained on Privacy of Information, cybersecurity, AI, and safety protocols for challenging interactions • Solidify 2025 funding sources and develop a multi-year strategic financial plan

Reporting Routines

Strategic Priority & Goal	What we measure	How we measure it	Reporting Cadence
COMMUNITY HUBS	Visitors and Card holders Building Capacity & Condition	Traffic Counts # of Card Holders Space Utilization Existing Space vs. % Recommended by the ARUPLO	Quarterly/Annually Quarterly/Annually Quarterly/Annually Annually
EMPOWERING SERVICES	Services & Usage Community Impact	Programs & Participation Media Metrics Survey Satisfaction Emotional Affiliations	Quarterly/Annually Quarterly/Annually Annually Annually
ORGANIZATIONAL EXCELLENCE	BMPL Participation with Town and Community Employee Satisfaction Employee Safety Financial Resilience	Self Reporting Employee Surveys Incidents Financial Reports & Audits	Quarterly/Annually Annually Quarterly/Annually Quarterly/Annually

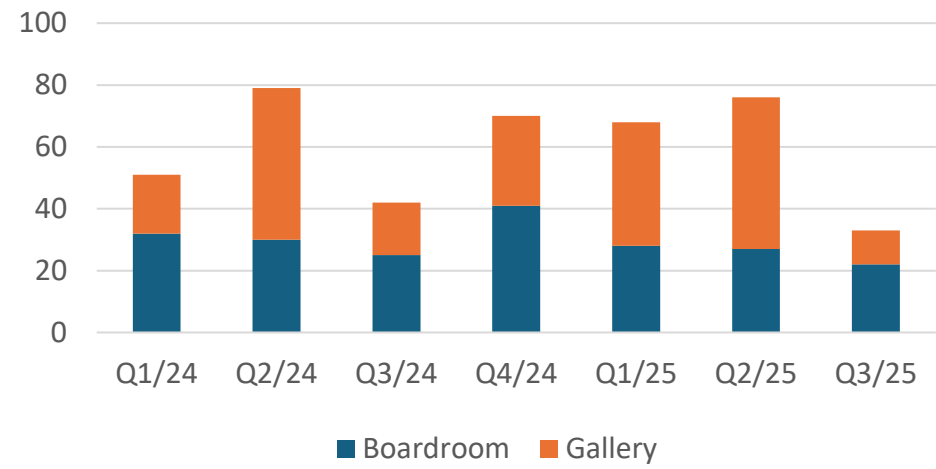
Quarterly Performance Measures: Community Hubs



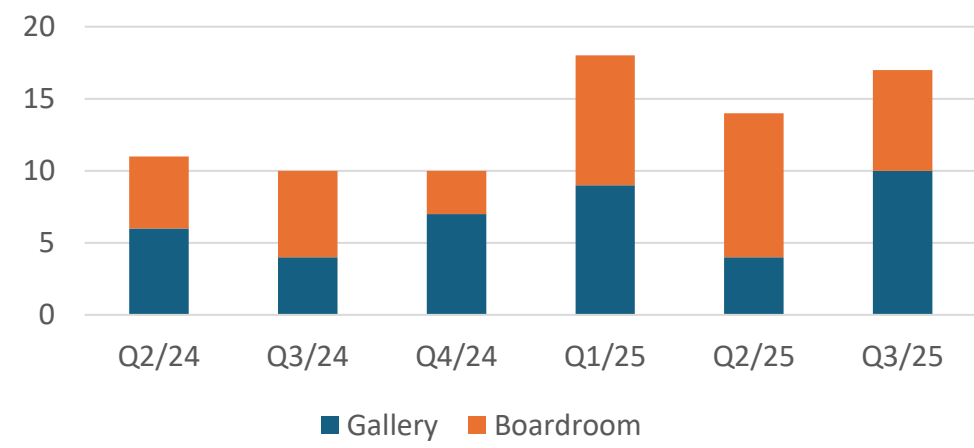
Card Holders	2024	Q1	Q2	Q3	Q4
Total	4840	4900	4982	5047	
% of TBM Population	51.5%	52.2%	53.1%	54%	
# of New Cardholders	525	110	132	148	

Quarterly Performance Measures: Community Hubs

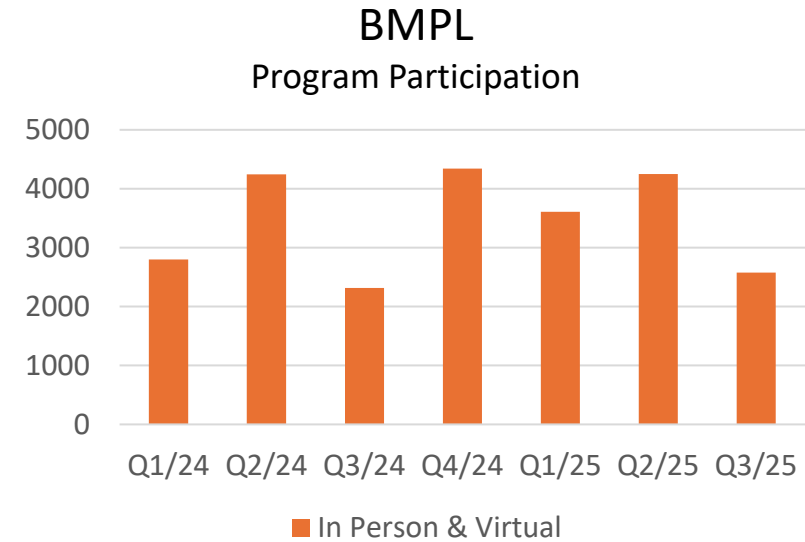
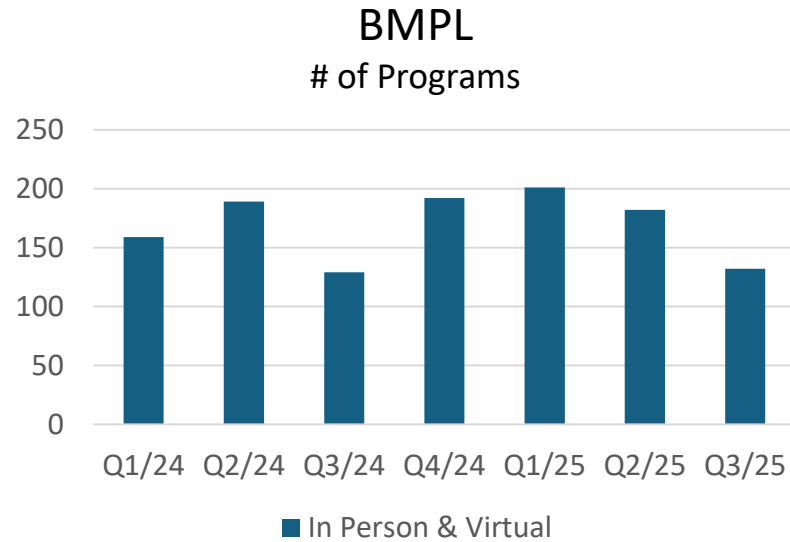
L.E. Shore
Room Bookings



L.E. Shore
Room Booking Requests Declined due to
Unavailability

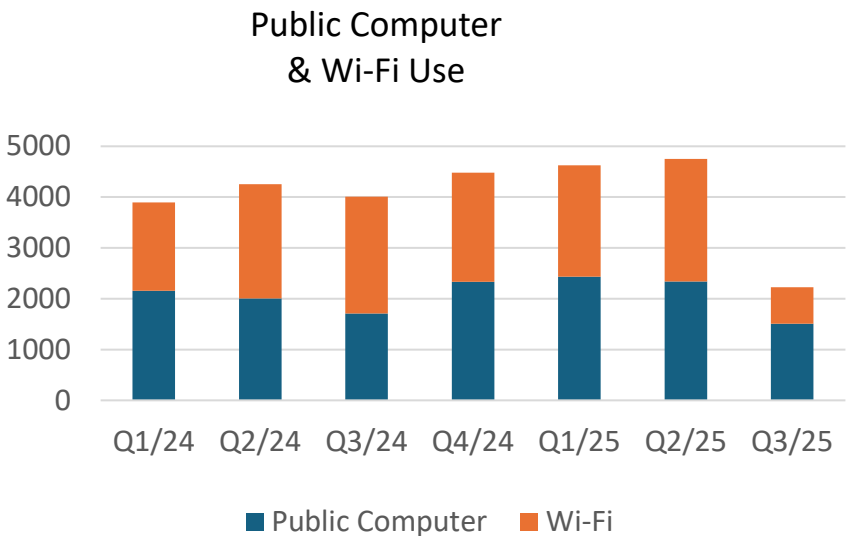
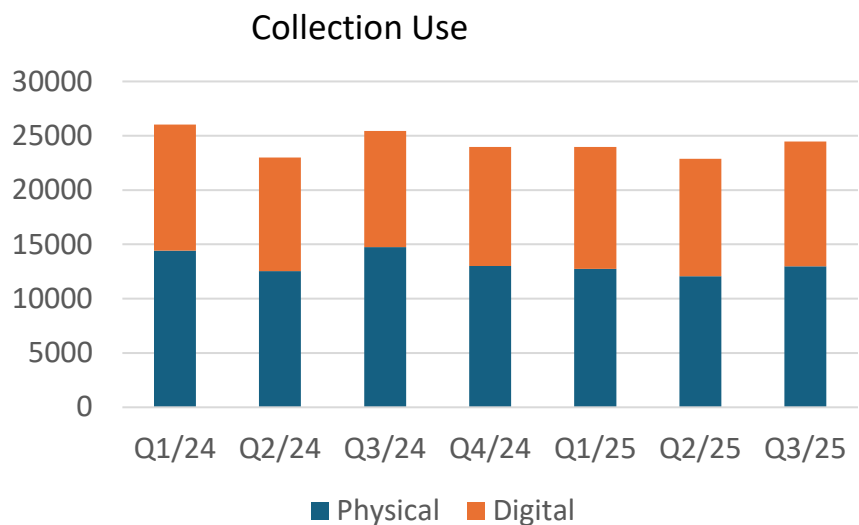


Quarterly Performance Measures: Empowering Services



Quarterly Performance Measures: Empowering Services

Service Usage



Media Metrics

Visibility	2024	Q1	Q2	Q3	Q4
Social Media Reach	13128	5767	8819	5289	
# of Media Mentions/Articles	15	4	7	9	

Q3 2025

Quarterly Performance Measures: **Organizational Excellence**

Incident Reports (Health & Safety, Respectful Public Interactions)

2024	Q1	Q2	Q3	Q4
17	5	0	1	

✓ Charitable Status Application submitted (August 21, 2025)



2025 Action Plan: Quarterly Review

Pillar	Key Results
COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs
	1. Implement top 2 - 3 priority space improvement items identified in the Space accessibility audits and gap analyses
	2. Council supports space improvements and/or expansion recommendation through resolution

Q3 Summary: In July, the CEO and Board worked with the Town’s Purchasing Team to finalize and issue the RFP for the L.E. Shore Memorial Library & Gallery Space Utilization Study. This study will identify cost-effective short- to medium-term (3–5 year) solutions to BMPL’s space needs while informing longer-term expansion planning. Although focused on L.E. Shore, it will also explore opportunities to use existing Town-owned spaces to improve service in the rapidly growing and underserved Craighleith area. The contract was awarded in early October to Salter Pilon Architecture Inc., a Barrie-based firm with extensive civic and educational experience.

In September, Manager of Fleet and Facilities, Manager Pesek, provided updates on accessibility enhancements for the L.E. Shore washroom renovation—such as varied toilet sizes, sensor faucets, and tactile features—and confirmed BMPL’s inclusion in the 2025 Building Condition Assessments.

Together, these projects will provide valuable data and demonstrate due diligence, helping to strengthen Council’s understanding and support for future space improvements across BMPL facilities.

2025 Action Plan: Quarterly Review

Pillar	Key Results
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL’s role in the community
	1. Improve Awareness of BMPL as a valuable community resource (through in-person and media exposure)
	2. Increase use of GLAM services
	3. Increase Participation in Town Initiatives
	4. Increase Participation in Community Advocacy efforts

Q3 Summary: In Q3, the Blue Mountains Public Library (BMPL) delivered 132 programs, engaging 2,574 participants—a 2.3% increase in programs and an 11% rise in participation compared to last year. Foot traffic at L.E. Shore grew by 39% over Q3 2024.

The Museum hosted a second screening of *Journey of Water*, expanding community dialogue on environmental stewardship. September’s Albert Chiarandini Memorial Art Show achieved the highest art show revenue of the year, earning \$3,625 in commissions—BIG thanks to Rudy Chiarandini for his ongoing support of the Library.

In July, the Board participated in the Town’s Corporate Strategic Plan focus group, while the CEO worked with Town staff to share updates through library spaces and outreach. The Colliers Multi-Use Recreation Feasibility Assessment was presented to Council on July 16, with the CEO supporting follow-up reporting.

In August, the CEO was featured on CTV News, broadening media coverage of BMPL milestones. In September, the 30th Anniversary Celebration lineup and webpage were launched, including a partner showcase and a community memory form.

Collaboration with the Town continued through a joint recognition of the National Day for Truth and Reconciliation, including a media release, flag lowering, and related programs. The Cultural Map was published in print, improving access to local cultural resources. The Town’s CAO also completed the annual inspection of all facilities, including the GLAM, identifying shared priorities for future action.

2025 Action Plan: Quarterly Review

Pillar	Key Results
ORGANIZATIONAL EXCELLENCE	Staff are trained on Privacy of Information, Cybersecurity, AI and trained on safety protocol for Challenging Interactions
	1. Staff are trained on Privacy of Information, Cybersecurity, AI and safety protocols for Challenging Interactions
	2. Solidify 2025 funding sources and Develop a multi-year Strategic Financial Plan

Q3 Summary: Throughout Q3, the CEO collaborated closely with the Board and Town staff to finalize financial details and narrative content for inclusion in the Town’s 2026 Budget Book, ensuring the Library’s priorities were clearly reflected. In August, the Blue Mountains Public Library submitted its application for charitable status.

Staff training and professional development continued to be a priority, with September featuring updates on emergency preparedness through the Town’s Emergency Response Plan presentation.



Spotlight on Community Partnerships

A GLAM without its community is just a collection. It's our partnerships that give purpose, meaning, and life to everything we do.

Throughout July, August, and September, the Library collaborated with the Grey County Master Gardeners on free workshops about garden maintenance, soil health, and seed saving. The Arts & Culture Council partnered with Indigenous artist Robert J. Henry to curate a summer exhibition sharing his story and artistry with the community.

Our TD Summer Reading Club saw 120 registrants and over 400 bookmarks returned as prize entries—proof our young readers were enthusiastically turning pages all summer. A new partnership with the Chamber of Commerce brought literacy and fun to the Hester Street Parkette, while local businesses—Pom Pom, Experience Thornbury, Thornbury Bakery, Goldsmiths, and the BVO—ensured readers were rewarded with great prizes.

We also partnered with AstroGeoGuy Chris Vaughan for sidewalk astronomy, ornithologist and author Debbie Buehler for a birding talk, and organizers of the Arts Walk—working with the Town of The Blue Mountains, Clarksburg Village Association, and the BIA—to celebrate local creativity. L.E. Shore served as an Arts Walk location, hosting children's activities, exhibiting artists, and supporting Town community surveys. Story time even went on the road to the Farmers Pantry.

Additional partnerships this quarter included the Royal Astronomical Society of Canada for a presentation and visit to the Carr Observatory; Beaver Valley Outreach and Amnesty International Group 82 for *Walking Through the Fire*, a film collaboration between Sultans of String and Indigenous artists; and the Beaver Valley Agricultural Society for the Fall Fair. The Library also partnered with Casa Loma for an art talk at L.E. Shore featuring *Red Visions*, an exhibition of Canadian Indigenous artists.

In August, we teamed up with Jessica's Book Nook and author Susan Swan (featuring Julie Mannell) for a lively author event and rejoined the Master Gardeners for a seed-saving workshop. September brought even more collaboration: with the Seniors Network Blue Mountains and the Town for a well-attended Seniors Fair, with Muckpaloo Ipeelie for the premiere of *Voices: Lighting a Pathway to Indigenous Inclusion*, and with life coach Lin Skelton for an inspiring workshop on mindset and personal growth.

Each partnership reflects the Library's belief that we are stronger—and more creative—together, building a community where learning never stops and connection thrives.



Patron Feedback, Stories, and Digital Engagement



Kevin Mark Bauer
lol , I can remember having to go upstairs to an apartment (?) near where Furbelows is now. Great leaps made since then.

4w Like Reply Hide



Sheila Lynne Smith
I've worked with a lot of libraries in my life, both as a reader and an author. I consider your staff and your facility exceptional. Thank you for what you do.



jascotty Thanks to Emma For organizing such an amazing event!



John Hoelzl
This place is awesome, congratulations to the person who is hired 🍌. The library is a wonderful place, always something new and a world of wonders

3w Like Reply Hide



Marcello Mastroianni
When I had my Year abroad (2010) in Thornbury, I been almost every day in your nice Library to use your Computers 😊



experiencethornbury 🍌 Summer Reading Club was the highlight of our Wednesdays! Thanks for a great season!

Patron Feedback, Stories, and Digital Engagement



Nova Nicole
What a treat! Muckpaloo Ipeelie you continue to create important art. a big fan!



goatfuck Would love to see this in Toronto !!!

2w Reply

— View replies (1)



sculptingbymichel 🍌🍌🍌🍌🍌 wow 🍌

3w Reply



earlybirdfilms.ca ❤️

3w 1 like Reply



jk_morris_less 🍌🍌🍌🍌🍌

3w 1 like Reply



The Blue Mountains Public Library Published by Sendible · August 4 ·

Opening September 2025! The Gallery at L.E. Shore is proud to present an exhibition of the (late) Italian-Canadian artist, Albert Chiarandini - also known as the "The Unknown Group of Seven Member". 🍌

Albert was born on September 30, 1915, in the northern Italy city of Udine (Friuli-Venezia Giulia), immigrating to Toronto, Canada, in 1932 at the age of 17.

He is best known for his intimate portraits, portraying the homeless of Allans Gardens, Toronto and the 1960's hippie ... [See more](#)

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Boost post

28

Like

Comment

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All comments ▼



Tina Gibson
Very cool! 🍌

9w Like Reply Hide



Sandy Laidlaw Barker
Two of the greats (obviously I'm biased!)

5w Like Reply Hide



John Hoelzl
Wonderful opportunity to work within the library, I would love this



bmplibrary New addition to the Museum and Archives collection! This stroller/highchair comes from the community of Clarksburg, CIRCA early 1900s. Visit the Craigleith Heritage Depot to learn more about our amazing communities history and heritage!

10w



cuppajo2 Omg. Love this! And I bet it didnt cost \$500!!! 🍌

9w Reply



urban_inuit_identity_project Genius

9w Reply