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## Board Meeting

**Meeting Date:** March 19, 2026  
**Meeting Time:** 10:00 a.m.  
**Location:** The Gallery at L.E. Shore  
**Prepared By:** Jennifer Murley, CEO/Secretary of the Board

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

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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 March 19, 2026, 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. ADM.26.06 entitled “2026 Draft Action Plan-V1”
2. ADM.26.07 entitled “2025 Annual Report”

## 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 February 19, 2026, as circulated/amended.

### D.2 Business Arising from the Minutes

## E. Communications with the Board

**Deadline for registration is Monday, March 16 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](mailto: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. Closed Session

*The Board certifies that no other business will occur following the closed meeting other than listed on this agenda, including the accepting of motions made in camera and adjourning the meeting.*

### Recommended Motion

Moved by \_\_\_ and seconded by \_\_\_ THAT, pursuant to section 16.1(4)(c) of the Public Libraries Act, That this Board do now move into closed session in order to address matters pertaining to a proposed or pending acquisition or disposition of land by the Board.

The Board moved into closed session at \_\_\_ p.m.

### Adjournment of Closed Session

The Board returned to public session at \_\_\_\_ p.m.

### Recommended Motion

Moved by \_\_\_ and seconded by \_\_\_ THAT, this Board approve all resolutions and recommendations arising from the closed session.

## G. 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.

### G.1 Action Planning

1. **Discussion:** 2026 Action Plan

### G.2 Strategic Plan Pillar: Community Hubs

1. **Verbal Report:** LES Washroom Renovation [Library CEO]

### G.3 Strategic Plan Pillar: Organizational Excellence

1. **Report:** ADM.26.07 entitled "2025 Annual Report"

### Recommended Motion

Moved by \_\_\_ and seconded by \_\_\_, THAT the Board approve the 2025 Annual Report as presented.

2. **Verbal Report:** Strategic Planning Steering Committee Update [Joanne de Visser]

## H. Roundtable

### H.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

- CTV News (February 27, 2026): [Drug use and overdoes run rampant in Canada's public libraries](#)
- Soo Today (March 2, 2026): [Sault librarians rise up against city's TikTok ban](#)

- Simcoe Reformer (March 4, 2026): [New 15.5M Hagersville Library and Active Living Centre opens to public](#)
- Collingwood Today (March 5, 2026): [Grey Highlands pondering library/museum merger](#)
- Collingwood Today (March 6, 2026): [Abstract art comes into view at new exhibition at the Blue Mountains Public Library](#)
- Collingwood Today (March 6, 2026): [Lots of snow days prompts Bluewater school board to expand virtual tutoring](#)
- Winnipeg Free Press (March 6, 2026): [Children’s book on Ramadan put back on school shelves](#)

## 2) BMPL Special Events

- [Open Call: Celebrating Trees](#)  
April 1-April 9, 2026: In celebration of Earth Day, The Gallery’s Arts & Culture Council invites you to submit a poem, short story, photo or art piece about your favorite tree. Submissions will be part of a public display in the library from **April 14-28**. All ages welcome.
- [Shepard’s Sight: An Author Talk with Barbara McLean](#)  
April 10, 2026 | 2-3:30 p.m. | L.E. Shore
- [Exhibit Opening: A Closer Look](#)  
April 11, 2026 | 2-4 p.m. | The Gallery at L.E. Shore

## I. Key Messages

### I.1 Key Messages Update

#### **Recommended Motion**

Moved by \_\_\_ and seconded by \_\_\_, THAT this Board approves the release of the March 2026 Key Messages.

## J. Notice of Meeting Dates

The next regularly scheduled Board meeting is scheduled for April 16, 2026, 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.

## K. Adjournment

#### **Recommended Motion**

THAT this Board does now adjourn at \_\_\_ p.m. to meet again on April 16, 2026, in the Boardroom at the L.E. Shore Memorial Library and Virtually, or at the call of the Chair.

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## The Blue Mountains Public Library Board Meeting

**DRAFT**  
**Not Approved**

**Meeting Date:** February 19, 2026  
**Meeting Time:** 1:00 p.m.  
**Location:** Library Boardroom  
Microsoft Teams

**Prepared By:** Jennifer Murley, CEO/Secretary of the Board

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

**Guests:** Marc Bartolucci, Associate, Salter Pilon Architecture

**Staff:** Jennifer Murley, CEO  
Franz Greenfield, Administrative Assistant

**Absent:** N/A  
**Regrets:** Julia Scott, Marie Swift

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### A. Call to Order

#### A.1 Moment of Reflection

The Board meeting, via Zoom, was called to order by the Vice Chair at 1:06 p.m. A Moment of Reflection was observed.

The Board welcomed Marc Bartolucci, Associate, Salter Pilon Architecture.

#### A.2 Indigenous Acknowledgement Statement

The Vice Chair read the Indigenous Acknowledgement Statement.

#### A.3 Public Announcement

No members of the public were present.

### B. Agenda

#### B.1 Approval of the Agenda

**BMPL-Resolution 2026-008**

Moved by Shawn McKinlay and seconded by Carol Sackville-Duyvelshoff, THAT the Agenda of February 19, 2026, 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 2026-009**

Moved by Shawn McKinlay and seconded by Kristina Wichman, THAT this Board receive as information:

1) GOV.26.02 entitled “POL-BLG.2018.99-Agenda-&-Multi-Year-Agendas”. CARRIED

**D. Minutes**

D.1 Previous Minutes

Edits were provided prior to the meeting. Specifically, the following wording under F.3.1 was adjusted:

“The Board requested the removal of the word “philosophical” from the next survey, as diversity of philosophy is not desired.”

Adjustment:

“For clarity, the Board requested the removal of the word “philosophical” so that it is clear that “a variety of perspectives “is desired.”

**BMPL-Resolution 2026-010**

Moved by Kristina Wichman and seconded by Laurey Gillies, THAT this Board approves the Blue Mountains Public Library Board minutes of January 15, 2026, as amended; AND.

THAT this Board receive as information the Strategic Planning Steering Committee meeting minutes of January 15, 2026, as circulated. CARRIED.

D.2 Business Arising from the Minutes  
None.

**E. Communications with the Board**

The deadline for registration was Monday, February 16, 2026, at 2:00 p.m.

E.1 Deputations  
None.

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

E.3 Correspondence  
Shared for information:  
1. **Ontario Library Association & Federation of Ontario Public Libraries:** 2026-27 Pre Budget Submission  
2. **Canadian Urban Libraries Council:** The Impact of Canadian Public Libraries

## F. Closed Session

### BMPL-Resolution 2026-011

Moved by Carol Sackville-Duyvelshoff and seconded by Laurey Gillies, THAT, pursuant to section 16.1(4)(c) of the Public Libraries Act, THAT this Board do now move into closed session in order to address matters pertaining to a proposed or pending acquisition or disposition of land by the Board.

The Board moved into closed session at 1:13 p.m.

### Adjournment of Closed Session

The Board returned to public session at 3:46 p.m.

### BMPL-Resolution 2026-012

Moved by Kristina Wichman and seconded by Carol Sackville-Duyvelshoff, THAT this Board approve all resolutions and recommendations arising from the closed session.

### BMPL-Resolution 2026-013

Moved by Laurey Gillies and seconded by Carol Sackville-Duyvelshoff, THAT this Board schedule a special meeting to review the 2025 Space Utilization Study Final Report and other supporting information to develop recommendations respecting next steps to address the Blue Mountains Public Library's current and future space needs, for subsequent presentation to Council.  
CARRIED.

## G. Strategic Plan Updates & Action Items

G.1 Strategic Plan Pillar: Community Hubs

1. **Verbal Report:** LES Washroom Renovation [Library CEO]  
The project contract has not yet been awarded, although proposals have been received. Potential contractors are currently being reviewed to ensure they understand the scope of the project.

G.2 Strategic Plan Pillar: Organizational Excellence

1. **Discussion:** GOV.26.02 entitled "POL-BLG.2018.99-Agenda-&-Multi-Year-Agendas"

The Board corrected several errors.

#### **BMPL-Resolution 2026-014**

Moved by Carol Sackville-Duyvelshoff and seconded by Laury Gillies, THAT the Board approve the POL-BLG.2018.99-Agenda & Multi Year Agendas as amended. CARRIED.

## **H. Roundtable**

### **H.1 Roundtable—General updates by the Board**

#### **1) Community Updates and News:**

- CK News Today (January 21, 2026): [Rural libraries urge province to close digital divide.](#)
- CBC News (January 24, 2026): [Are librarians the key for teaching AI literacy?](#)
- Calgary Herald (January 26, 2026): [CBE bans 44 titles in accordance with provincial ministerial order.](#)
- CTV News (February 6, 2026): [These 6 books and a film screening were challenged at Ottawa library branches in 2025.](#)
- Owen Sound Sun Times (February 8, 2026): [Meaford Public Library: not just for a story time anymore.](#)
- CBC Radio (February 9, 2026): [How Scholastic became a cultural rite of passage for Canadian kids.](#)
- CBC News (February 11, 2026): [Tumbler Ridge public library remains open to support community after tragedy.](#)
- Collingwood Today (February 12, 2026): [TBM now accepting applications for MAT funding.](#)
- Collingwood Today (February 13, 2026): [Grey County will not pursue joint library services.](#)

#### **2) BMPL Events: a shortlist of special events occurring prior to the next meeting were provided.**

- [Performance: Opening to the Mystery](#)  
Thursday, February 26, 2026 | 6-8pm | L.E. Shore Memorial Library
- [Exhibit Opening: Abstracted Realities](#)  
Saturday, March 7, 2026 | 2-4pm | L.E. Shore Memorial Library
- [Lead Like Her: Mary Hindle, Firefighter](#)  
Thursday, March 12, 2026 | 6-8pm | L.E. Shore Memorial Library
- [Workshop: Art Critique with Michelle Flemming](#)  
Saturday, March 14, 2026 | 1-3pm | L.E. Shore Memorial Library
- March Break: The No-Bake Bake Off at the L.E. Shore Memorial Library
  - [Colourful Cupcakes](#): Monday, March 23, 2026 | 11am- 12pm
  - [Bugs in Dirt](#): Tuesday, March 17, 2026 | 1-2pm
  - [Icebox Cake](#): Wednesday, March 18, 2026 | 11am-12pm
  - [Easy Cheesecake](#): Thursday, March 19, 2026 | 11am-12pm
  - [Chocolate Lasagna](#): Friday, March 20, 2026 | 11am- 12pm

**I. Key Messages**

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

**BMPL-Resolution 2026-015**

Moved by Carol Sackville-Duyvelshoff and seconded by Laurey Gillies, THAT this Board approves the release of the February 2026 Key Messages. CARRIED.

**J. Notice of Meeting Dates**

A planning meeting is scheduled for March 19, 2026, at 1:00 p.m. in the L.E. Shore Boardroom. The Board will also review the 2025 Space Utilization Study Final Report during this meeting.

The next regularly scheduled Board meeting is scheduled for April 16, 2026 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.

**K. Adjourned**

The Board adjourned at 4:26 p.m.

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Joanne de Visser, Vice Chair

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Jennifer Murley, Board Secretary

## The Blue Mountains Public Library

**Report To:** The Blue Mountains Public Library Board  
**Report Name:** ADM.26.06 2026 Draft Action Plan  
**Prepared by:** Jennifer Murley, CEO

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### **A. Recommendations**

That this Board receive as information ADM.26.06 entitled "2026 Draft Action Plan".

### **B. Background**

Each year, the Library Board and CEO develop an action plan to support the implementation of strategic priorities and ensure that BMPL continues to meet the requirements of the Ontario Public Library Accreditation Program.

The draft 2026 Action Plan has been prepared as a starting point for Board discussion and reflects the governance priorities identified for the year ahead. In particular, the plan responds to the broader context outlined in the report, including the development of BMPL's new 10-Year Strategic Plan, preparation for governance transition following the 2026 municipal election, and advancing governance direction related to the future expansion and enhancement of the L.E. Shore Memorial Library & Gallery.

The proposed actions focus primarily on governance responsibilities, including succession planning for the next Board, strengthening long-term financial and policy frameworks, and reaffirming policies that protect intellectual freedom, equitable access to collections and programming, and the safety and development of staff.

The draft plan is intended to provide a structured framework for discussion and refinement before final adoption.

### **C. Draft Action Plan**

See attached.

Respectfully Submitted,

Jennifer Murley, CEO  
[LibraryCEO@TheBlueMountains.ca](mailto:LibraryCEO@TheBlueMountains.ca)  
519-599-3681 extension 148

# 2026 Draft Action Plan

## Annual Planning Context

### This Year's Context

In 2026, the Blue Mountains Public Library Board will focus on developing its new 10-Year Strategic Plan while preparing for governance transition following the 2026 municipal election. A key priority will be securing Council endorsement for the expansion and enhancement of the L.E. Shore Memorial Library & Gallery. The current facility no longer adequately supports a growing community, and staff and volunteers have long outgrown the available workspace. Existing staff areas are also inaccessible and lack basic amenities such as a proper break room. Addressing these challenges will help ensure that gallery, library, archive, and museum (GLAM) spaces are functional, inclusive, and aligned with the Town's long-term planning priorities.

The Board will also strengthen governance policies that protect intellectual freedom and equitable access to collections and programming, including policies related to collections, programming, elections, and children's and teen services.

In preparation for the upcoming election, the Board will prioritize succession planning to support a smooth transition to the next Library Board in 2027.

Throughout the year, the Board will continue working with municipal partners to align library planning with broader Town priorities while reinforcing the Library's role as essential civic infrastructure supporting learning, culture, and democratic engagement.

### This Year's Complications

1. **Space needs and facility planning:** Implementing recommendations from various studies to optimize current facilities and support future growth, while securing Council endorsement and navigating financing in a challenging economic climate.
2. **Expanded social infrastructure role:** Increased front-line responsibilities due to limited local social services, including emotional labour, conflict resolution, and responding to social service needs.
3. **Advocacy and funding pressures:** Constrained municipal funding, competition with other priorities, and rising digital material costs.
4. **Intellectual freedom and information integrity:** Increased book challenges, censorship efforts, and the rapid spread of AI-generated misinformation and disinformation reinforce the need to protect access to diverse ideas while strengthening information literacy, critical thinking skills, and public understanding of emerging technologies.
5. **Sustainability and Truth & Reconciliation:** Leadership on climate literacy, resilient operations, and Indigenous-informed collections and programming.
6. **Workforce, safety, and technology:** Retention pressures, staff safety concerns, and ongoing cybersecurity demands.
7. **Regional and capital uncertainties:** MURFA project implications, election-year timing considerations.

### 2026 Governance Success Indicators

- ✓ Secured Council endorsement of direction for L.E. Shore expansion
- ✓ Adopted and launched the 10-Year Strategic Plan
- ✓ Updated governance policies protecting intellectual freedom, children and youth services, and municipal election engagement
- ✓ Developed a Board succession and transition plan for the 2027 Board
- ✓ Strengthened financial governance and long-term planning

## 2026 Action Plan – Summary

Pillar	Key Results	Status (Green, Yellow, Red)	Comments
COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs		
	1. L.E. Shore Memorial Library & Gallery facility direction secured		
	2. BMPL recognized as essential civic infrastructure		
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community		
	3. 10-Year Strategic Plan adopted		
	4. Intellectual freedom and access protected		
ORGANIZATIONAL EXCELLENCE	Enhance organizational resilience and governance continuity		
	5. Election year ready		
	6. Long term financial governance framework established		

Status Legend:

On Track

At Risk

Late



# 2026 Action Plan

<b>STRATEGIC PILLAR</b>	<b>COMMUNITY HUBS</b>
<b>Objective 1</b>	Ensure BMPL keeps pace with growth and community needs
<b>Rationale</b>	The Town of The Blue Mountains is one of the fastest growing municipalities in Ontario. As community needs expand, the Library Board must provide governance direction to ensure library, gallery, archive, and museum spaces remain accessible, inclusive, and capable of supporting future demand.
<b>Key Result 1</b>	

L.E. Shore Memorial Library & Gallery facility direction secured

Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Council endorsement (in principle) of the long-term direction for the expansion and enhancement of L.E. Shore Memorial Library.	Board	CEO, CAO	Board alignment on priority improvements and a governance roadmap identifying: <ul style="list-style-type: none"> <li>• long-term expansion goals</li> <li>• key studies and planning milestones</li> <li>• anticipated funding pathways</li> </ul>	Q1
Endorse a facility expansion framework for the L.E. Shore Memorial Library	Board	CEO, CAO, Manager of Facilities & Fleet	Formal Council endorsement (in principle) of preferred long-term facility direction and inclusion in municipal long-term planning.	Q2



# 2026 Action Plan

<b>STRATEGIC PILLAR</b>	<b>COMMUNITY HUBS</b>			
<b>Objective 1</b>	Ensure BMPL keeps pace with growth and community needs			
<b>Rationale</b>	The Town of The Blue Mountains is one of the fastest growing municipalities in Ontario. As community needs expand, the Library Board must provide governance direction to ensure library, gallery, archive, and museum spaces remain accessible, inclusive, and capable of supporting future demand.			
<b>Key Result 2</b>				
BMPL recognized as essential civic infrastructure				
<b>Key Initiatives</b>	<b>Who is Responsible</b>	<b>In Collaboration With</b>	<b>Goal</b>	<b>Target</b>
Governance advocacy for GLAM services	CEO	Board	Engage in strategic advocacy that reinforces the role of the GLAM as core civic infrastructure supporting democracy, culture, and community connection.	Q3
Support community dialogue on libraries and democracy	CEO	Board	Board visibility in community conversations about intellectual freedom, democracy, and the public value of libraries.	Ongoing



# 2026 Action Plan

<b>STRATEGIC PILLAR</b>	<b>EMPOWERING SERVICES</b>
<b>Objective 2</b>	Strengthen awareness and support of the BMPL's role in the community
<b>Rationale</b>	Public understanding of the full range of GLAM services remains uneven. Governance leadership is required to reinforce the Library's role in intellectual freedom, access to information, cultural preservation, and inclusive community spaces.
<b>Key Result 1</b>	

10-Year Strategic Plan adopted and implemented

Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Finalize and adopt the BMPL 10-Year Strategic Plan	Board	CEO, all library staff	Formal Board approval and public launch of the strategic plan to guide governance priorities, advocacy, and long-term service direction.	Q4
Establish governance priorities aligned with the Strategic Plan	Board	CEO	Board alignment on annual governance priorities and reporting structure tied to the strategic pillars.	Q4

# 2025 Action Plan

<b>STRATEGIC PILLAR</b>		<b>EMPOWERING SERVICES</b>			
<b>Objective 2</b>		Strengthen awareness and support of the BMPL's role in the community			
<b>Rationale</b>		Public understanding of the full range of GLAM services remains uneven. Governance leadership is required to reinforce the Library's role in intellectual freedom, access to information, cultural preservation, and inclusive community spaces.			
<b>Key Result 2</b>					
Intellectual Freedom and access protected					
<b>Key Initiatives</b>		<b>Who is Responsible</b>	<b>In Collaboration With</b>	<b>Goal</b>	<b>Timing</b>
Comprehensive governance policy review		Board	CEO	Board review and reaffirmation of key governance policies related to: <ul style="list-style-type: none"> <li>• Intellectual Freedom</li> <li>• Collections Development</li> <li>• Programming</li> <li>• Elections and Political Activity</li> <li>• Children's and Teen Services</li> </ul>	Q2
Governance participation in municipal initiatives		CEO	Board, Clerk, CAO	Ensure BMPL governance perspectives are represented in key municipal initiatives.	Q3



# 2025 Action Plan

STRATEGIC PILLAR		ORGANIZATIONAL EXCELLENCE		
Objective 3	Enhance organizational resilience and governance continuity			
Rationale	The 2026 municipal election will result in the appointment of a new Library Board in 2027. Clear governance planning is necessary to ensure continuity of leadership, preserve institutional knowledge, and maintain the Library's commitment to intellectual freedom and democratic access to information.			
<b>Key Result 1</b>				
Election year ready				
Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Board Succession and Transition Plan established	Board	CEO, CAO, Clerks Department	Develop a governance succession plan that identifies: <ul style="list-style-type: none"> <li>• skills and expertise required on the next Board</li> <li>• governance training needs</li> <li>• recruitment and onboarding process</li> </ul>	Q4
Prepare a Board Legacy Document	Board	CEO	Document key governance decisions, priorities, and strategic considerations to support continuity between the current and future Board.	Q4



# 2025 Action Plan

<b>STRATEGIC PILLAR</b>	<b>ORGANIZATIONAL EXCELLENCE</b>
<b>Objective 3</b>	Enhance organizational resilience and governance continuity
<b>Rationale</b>	The 2026 municipal election will result in the appointment of a new Library Board in 2027. Clear governance planning is necessary to ensure continuity of leadership, preserve institutional knowledge, and maintain the Library’s commitment to intellectual freedom and democratic access to information.
<b>Key Result 2</b>	

Long term financial governance framework established

Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Develop multi-year financial projections and policy for reserves	Board	CEO, Deputy Treasurer	Establish governance direction for long-term financial sustainability including: <ul style="list-style-type: none"> <li>• reserve policy</li> <li>• long-term capital planning</li> <li>• alignment with facility expansion priorities</li> </ul>	Q4
Establish governance policies for charitable funds	Board	CEO, Director of Corporate Services	Clarify governance oversight of charitable funds, including reporting, accountability, and alignment with the BMPL’s strategic priorities.	Q4

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## The Blue Mountains Public Library

**Report To:** The Blue Mountains Public Library Board  
**Report Name:** ADM.26.07 2025 Annual Report  
**Prepared by:** Jennifer Murley, CEO

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### A. Recommendations

**THAT the Blue Mountains Public Library Board approve the 2025 Annual Report, attached to Staff Report ADM.26.07, titled “2025 Annual Report.”**

### B. Background

Each year, the Board reviews and approves the Blue Mountains Public Library’s (BMPL) Annual Report, which highlights the Gallery, Library, Archive, and Museum’s (GLAM) community impact from the previous year, along with major milestones and priorities for the year ahead.

Once approved, the CEO presents the report to Council through a delegation, sharing these accomplishments and key information with local decision-makers and the broader community.

The report is organized under the BMPL’s strategic pillars, demonstrating how the organization’s work and achievements align with its overall vision and strategic priorities.

The 2022–2026 Strategic Plan identifies three core pillars:

#### **Community Hubs**

Provide spaces to connect, explore, and create.

#### **Empowering Services**

Create a service model that reaches those who live, work, and play in the Town of The Blue Mountains.

#### **Organizational Excellence**

Grow BMPL as a key partner and community resource.

### C. 2025 Highlights

The 2025 Annual Report reflects a year of strong engagement and continued growth in the BMPL’s role as a GLAM institution, integrating gallery, library, archive, and museum services to support community connection, learning, and cultural engagement.

#### **Key highlights include:**

- Strong community participation, with more than 54% of The Blue Mountains population holding a BMPL membership, more than double the provincial average.

- Celebration of BMPL's 30th Anniversary, marked through exhibitions, community events, and cultural programming.
- Launch of the L.E. Shore Space Utilization Study, advancing planning to address long-standing facility pressures and support future service expansion.
- Recognition through the provincial "I Partner with My Public Library" Award, highlighting BMPL's leadership in community partnerships.
- Expansion of heritage and cultural programming, including the launch of the Town's Cultural Map and increased engagement at the Craigleith Heritage Depot.
- Investment in inclusive community programming, including the Town's first family-friendly Pride celebration and events supporting Indigenous cultural learning.

The Annual Report also highlights continued growth in program participation, digital collections use, and technology support services.

Based on the BMPL's most recent Social Return on Investment analysis, every \$1 invested in BMPL generates \$2.54 in community value through literacy development, cultural access, digital inclusion, and community connection.

## **D. Organizational Performance**

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Key performance indicators for 2025 include:

- 92,172 in-person visits
- 54.2% community membership
- 671 programs delivered
- 14,277 program participants
- 41% growth in digital checkouts since 2021
- 159 one-on-one technology help sessions delivered
- 131% increase in social media engagement

These indicators reflect continued demand for library spaces, programs, and digital services across the community.

## **E. Looking Ahead**

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In 2026, the Blue Mountains Public Library Board will focus on developing a new 10-Year Strategic Plan while preparing for governance transition following the 2026 municipal election, including succession planning to support the incoming Library Board in 2027.

Drawing on the findings of the 2025 Space Utilization Study, along with other relevant materials and planning inputs, the Board will consider next steps related to the future expansion of the L.E. Shore Memorial Library & Gallery. These discussions will build upon years of planning aimed at addressing long-standing space limitations and ensuring that gallery, library, archive, and museum (GLAM) spaces remain functional, inclusive, and responsive to the needs of both staff and the community.

Additional governance priorities include strengthening policies that protect intellectual freedom and equitable access, including updates to policies related to collections, programming, elections, and children's and teen services.

At the same time, the Library continues to operate within a changing environment shaped by increasing demand for services, evolving technology, funding pressures, and the growing need to support digital literacy and information integrity.

Throughout the year, the Board will continue working with municipal partners to align GLAM planning with broader Town priorities while reinforcing the BMPL's role as essential civic infrastructure that supports learning, culture, and community connection.

## **F. 2025 Annual Report**

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See attached.

Respectfully Submitted,  
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# 2025 Annual Report



**Our always agenda.**

Community Hub

Empowering Service

Operational Excellence

Growing with our Community

In 2025, the Blue Mountains Public Library stepped fully into its identity as a GLAM institution, reinforcing that this identity is not aspirational, but lived.

**We didn't just celebrate milestones.  
We celebrated momentum.**

### **A community that shows up**

Over half of The Blue Mountains now holds a BMPL membership (54.2%), more than twice the provincial average.

### **Celebrating 30 years of impact**

We marked our 30th Anniversary with over 300 community members participating in special events, exhibitions, and the launch of a limited-edition Story Tower colouring book created by local artist Beverley Smith.

### **Leading with integrity in a changing world**

The Board introduced new policies on the ethical use of AI and business continuity.

### **Building toward the future**

The Board launched a Space Utilization Study to address long-standing space pressures and guide planning for expanded and modernized community services.

### **Culture beyond our walls**

In partnership with the Town, we launched the print Cultural Map and new heritage panels throughout the community.

### **Provincial recognition and pride**

The BMPL was honoured with the “I Partner with My Public Library” Award.

### **Expanding heritage access**

The Museum extended its summer hours at the Craigleith Heritage Depot, welcoming more visitors into the museum and archive.

### **Investing in the next generation**

We secured over \$22,300 in grant funding to support emerging GLAM professionals and to celebrate Pride in The Blue Mountains through inclusive, community-building programming.

# Community Hub

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# Growing Engagement Across All Locations

**G** The Gallery saw visits nearly double in Q4 (6,750 → 12,940), closing the year with consistent strength and high cultural participation.

**L** The Library remained the community's central gathering hub, with overall growth across 2025 despite washroom renovations and facility constraints.

**A** ~1000 items of archival information were digitized and made accessible to the public.

**M** The Museum more than doubled its traffic in Q4 (368 → 889), demonstrating renewed interest and expanded seasonal engagement.

# Space Demand Continues to Outpace Capacity

Even with a pause on after-hours bookings, requests for room rentals and in-person visits remained steady.

**The message is clear:  
Our current space capacity cannot keep pace with community demand.**

# Advance Space Planning for the Future

A significant milestone was reached with the completion of [the L.E. Shore Space Utilization Study](#), developed through a collaborative RFP process with the Town's Purchasing Team.

The Study marked the final step in building the BMPL's case for expanded space, reinforcing the strong social return on investment (SROI) generated by our services.

# 2025's demand reaffirmed something powerful:

This community sees the Library as its hub.

As essential infrastructure for connection, culture, and civic life.

As our community has grown, demand for library space and services has grown with it.

Today, the Library is operating beyond the space it was designed for.

**Our work now is not about  
imagining future need—  
It is about addressing the needs  
already here.**

# Empowering Service

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# A Year of Exceptional Program Delivery

**BMPL Delivered**

**671 programs**

14,277 participants across adults, seniors, children, teens

**Programs included cultural events, lifelong learning, book clubs, after-school meet ups, musical performances, and one-on-one tech support.**

# Collection and Tech Supporting Evolving Needs

## **BMPL's Collection continued to be widely used:**

Physical circulation remained steady

Library of Things Collection grew with the following notable additions: Radon monitors, Meta Quest 3 Virtual Reality Headset, Dash Coding Robot, Royal Ontario Museum passes.

High demand for public computers and Wi-Fi continued throughout the year, reinforcing the Library's role as a critical access point for digital connectivity, information, and online learning in our community.

159 one-on-one tech help appointments were delivered, supporting community members with troubleshooting, cloud-based tools, identifying spam and scam emails, and navigating the internet safely.

Digital use grew consistently, with the largest increases in Q3 and Q4; digital checkouts at the BMPL have increased by 41%

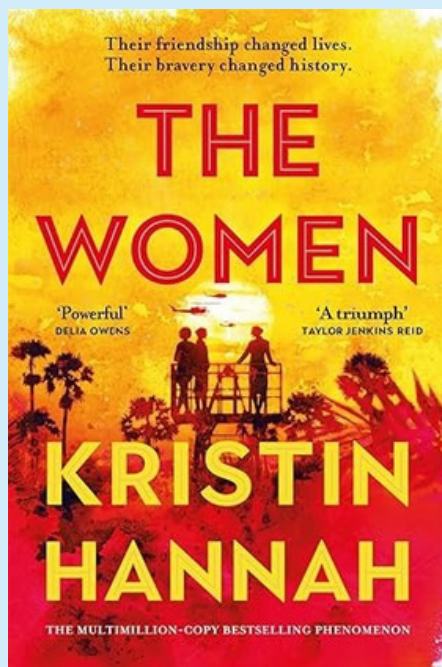
AI and digital literacy education remained a priority. Through initiatives such as Wired Wednesdays (available on our YouTube channel for on-demand learning) and in-person Lunch & Learn sessions at Marsh Street and Georgian Bay Community School.

# Top 5 Circulated Library of Things for 2025

- 1 Nintendo Switch
- 2 Ontario Parks Pass 2025
- 3 iPad with Apple Pencil
- 4 Macbook Pro
- 5 Snowshoe Kit

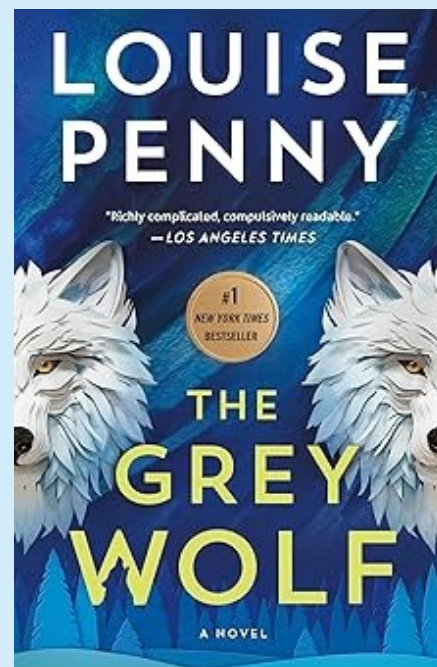


# Top 5 Circulated Books of 2025



## #1 WITH 204 BORROWS

You took this out because you enjoy emotional torture and thought you were ready. You weren't.



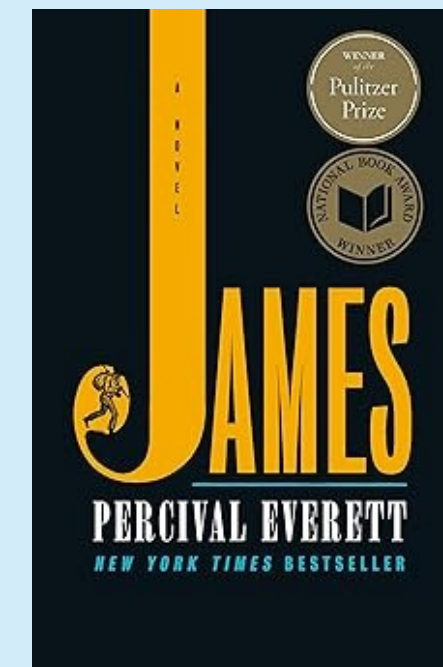
## #2 WITH 132 BORROWS

You took this out because you like murders that are polite, with just a hint of personal existential dread.



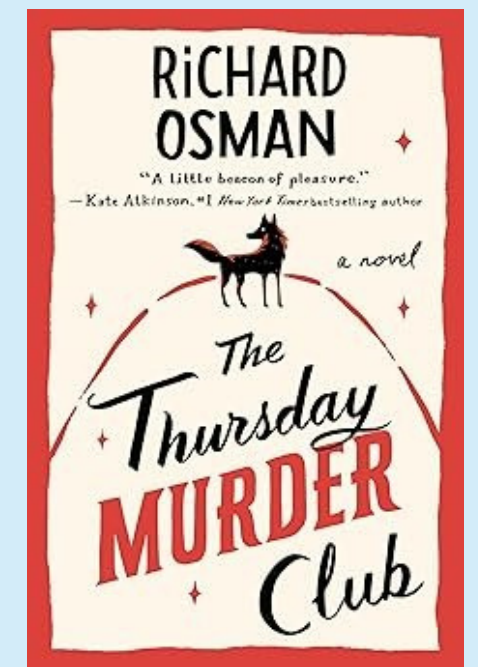
## #3 WITH 123 BORROWS

You took this out because you love secrets, drama, and judging people from a safe historical distance.



## #4 WITH 111 BORROWS

You took this out because you like books that make you think, like A LOT.



## #5 WITH 111 BORROWS

You took this out because retirement is overrated, and plotting murders sounds like excellent fun... we didn't put you on a list.

# Community Partnerships Bringing Services to Life

**BMPL's impact was amplified through collaboration.  
Partnerships in 2025 included:**

**Grey County  
Master  
Gardeners  
workshops**

**Sustainability  
Summit and REEL  
History premiere**

**Seniors Fair  
with the Town  
and  
community  
networks**

**Film collaborations  
and author events**

**Indigenous  
markets, Pride  
celebrations,  
and accessibility  
initiatives**

**Arts Walk  
programming and  
Town surveys**

# IDEA and Inclusive Community Building

**BMPL put its commitment to inclusion, accessibility, equity, and intellectual freedom into action through cultural programming, including:**

A Passover cultural meet-up with the South Georgian Bay Jewish Community, Indigenous astronomy and National Indigenous History Month events, Community Assists Days with the Canadian National Institute for the Blind and Hear Canada, and the Town's first family-friendly Pride celebration!

# 2025 By the Numbers

- **92,172** IN-PERSON VISITS
- **54.2%** COMMUNITY MEMBERSHIP
- **249** ROOM BOOKINGS
- **671** PROGRAMS DELIVERED
- **14,277** PARTICIPANTS REACHED
- **41%** GROWTH IN DIGITAL CHECKOUTS SINCE 2021
- **159** ONE-ON-ONE TECH HELP SESSIONS
- **420** PARTICIPANTS IN OUTREACH EFFORTS
- **720** ITEMS LOANED TO OTHER LIBRARIES; **965** ITEMS BORROWED THROUGH ILLO
- **131%** INCREASE IN SOCIAL MEDIA ENGAGEMENT OVER 2024
- **\$2.54** COMMUNITY VALUE FOR EVERY \$1 INVESTED (BASED ON 2024 SROI)

## 2025's impact went beyond numbers:

Residents across generations engaged deeply with programs, technology, and cultural initiatives.

That level of participation is not incidental.

It reflects a community that relies on -and grows- with its Library.

**Access is not optional.  
It is foundational.**

# Organizational Excellence

**BMPL demonstrated strong governance through responsible stewardship and ongoing investment in the people who serve our community.**



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# Workplace Safety and Respectful Interactions

## **2025 saw significant improvement in safety outcomes:**

- [Zero workplace injuries](#) resulting in lost time
- [53% reduction in incidents](#) of 2024

This reflects the positive impact of enhanced training, protocols, and preparedness.

## **Staff and the Board participated in key professional development opportunities, including:**

- Ontario Library Association workshop on managing challenging patron interactions
- Intellectual Freedom and Censorship training led by Dr. Jim Turk
- Ryan Dowd training on responding to mental health situations
- CMHA SafeTALK suicide prevention training
- Standard First Aid certification
- Review of the Library's Emergency Response Plan in consultation with the local Fire Department
- Representation on the Town's Joint Health and Safety Committee (JHSC).

# Ethical Innovation and Policy Leadership

**In May, BMPL proactively launched a comprehensive AI Policy that sets expectations for:**

- Ethical use
- Strengthening cybersecurity and privacy protections
- Clarifying disclosure requirements

This strengthens staff awareness, reinforces professional standards, and prepares our team to navigate emerging technologies with clarity and confidence.

# Leadership, Advocacy, and Municipal Alignment

## **Throughout the year, the CEO and Board:**

- Participated in municipal strategic planning and tourism workshops
- Finalized the 2026 budget narrative in the Town's Budget Book
- Engaged in province-wide advocacy, including opposition to Bill 5 and Bill C-15
- BMPL also secured Council endorsement of the Cultural Map as the official inventory of cultural assets

Active governance and advocacy position BMPL not only as a service provider, but as a strategic partner in shaping the community's future.

# 30 Years of BMPL: A Milestone Celebration

**In 2025, BMPL proudly marked its 30th anniversary, this milestone year featured a range of special events, including:**

- Daughters of Aaatenstic Art Opening – a meaningful exhibition honouring Truth and Reconciliation and amplifying Indigenous voices and storytelling through art.
- Author Talk on Censorship and Intellectual Freedom – presented in partnership with Jessica’s Book Nook.
- Evening Soirée with Our First CEO, Ken Haigh – an evening of storytelling and reflection with staff, community members, and key contributors who played pivotal roles in establishing a new library in Thornbury.
- Launch of the Story Tower Colouring Book by local artist Beverley Smith, inspiring creativity across all ages.



The 30th year reflected the deep pride and shared memory of the Thornbury community, while generating renewed momentum for growth, reconciliation, and cultural understanding.

# **2025 reinforced that exceptional public service depends on organizational strength.**

That strength matters because our community relies on us. It ensures that access, safety, and leadership remain consistent. Even as our municipality grows and changes.

**Trust in public institutions is not assumed.  
It is built.**

# Growing With Our Community

**BMPL is not slowing down.**

**We are writing the next chapter.**

# 2025 was more than a year of celebration...

## It clarified our role

BMPL is a vital social, intellectual, and cultural engine for The Blue Mountains. As the community grows and needs evolve, we will continue to respond and expand to meet them. We've evolved from our roots in Clarksburg, to Main Street in Thornbury, to what we are in 2026: the L.E. Shore Memorial Library and Craigleith Heritage Depot. Our thriving, growing, and diverse community deserves nothing less than continued progress.

**Our GLAM is not simply a service.  
It is where community lives.**

So, what's next?

# Enter 2026

**With multiple space studies and value reports completed, charitable status advancing, and community engagement at record levels, the BMPL is well-positioned to support the expansion of its spaces and continue delivering strong GLAM services to the community.**