
Board Meeting

Meeting Date: May 21, 2026
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 May 21, 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.26.09 entitled “2026 Action Plan-Summary Review”
2. ADM.26.10 entitled “Policy Review”
3. ADM.26.11 entitled “Q1 Report”
4. ADM.26.12 entitled “Library Board Recruitment Plan”
5. GOV.26.03 entitled “Strategic Planning Committee Update-May”

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 April 16, 2026, as circulated/amended; AND

THAT this Board receives the Blue Mountains Public Library Strategic Planning Steering Committee minutes of April 7, 2026, as information.

D.2 Business Arising from the Minutes

E. Communications with the Board

*Deadline for registration is Tuesday, May 19 at 2pm. *Note: this deadline has been extended due to the Victoria Day long weekend.*

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

E.3.1 CFLA-FCAB Statement Bill-28 (Receive for Information)

E.3.2 FOPL Letter: Opposition to Bill 28 and Defense of Local Library Governance (Receive for Information)

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:** ADM.26.09 entitled “2026 Action Plan-Summary Review”

F.2 Strategic Plan Pillar: Community Hubs

1. **Verbal Report:** LES Washroom Renovation [Phil Pesek, TBM Manager of Facilities and Fleet]

F.3 Strategic Plan Pillar: Organizational Excellence

1. **Verbal Report:** Charitable Status Update [Library CEO]
2. **Report:** ADM.26.10 entitled “Policy Review”
3. **Report:** ADM.26.11 entitled “Q1 Report”
4. **Report:** ADM.26.12 entitled “Library Board Recruitment Plan”
5. **Report:** GOV.26.03 entitled “Strategic Planning Committee Update-May” [Joanne de Visser]
6. **Verbal Update:** 2026 OLS Spring Board Assembly Meeting [Marie Swift]

G. 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 sections 16.1(b) and 16.1(4)(c) of the Public Libraries Act, this Board do now move into closed session in order to address matters pertaining to personal matters about an identifiable individual and 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.

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

- Collingwood Today (April 15, 2026): [TBM library use up in 2025 as CEO, staff ‘celebrate momentum’](#)
- Centre for Free Expression (April 28, 2026): [The Rising Demands for Censorship: Final Report on Challenges Faced by Canadian Libraries in 2025](#)
- Centre for Free Expression (April 30, 2026): [Responding to Alberta Government’s Defence of Public Library Takeover](#)
- University of Saskatchewan (May 5, 2026): [A new chapter for USask’s cultural heritage: Libraries, museums, galleries, and the Diefenbaker Canada Centre come together](#)
- Ottawa Citizen (May 10, 2026): [Ottawa library reveals new ‘third space’ rebrand vision](#)
- Orillia Matters (May 11, 2026): [City bows to pressure, will grant OMAH’s deputation request](#)
- Collingwood Today (May 12, 2026): [Blue Mountains water manager wins top industry honour](#)

2) BMPL Special Events

- [Art Supplies Sale](#)
May 23, 2026 | 11 am-3pm | L.E. Shore
- [Exhibit Opening: Nature in Motion](#)
June 6, 2026 | 2-4 pm | L.E. Shore
- [Open Doors: A Spring Heritage Tour](#)
June 7, 2026 | 10 am-3:30 pm | Various Locations
- [L.E. Shore Artist of the Year](#)
June 13, 2026 | 9:45 am-5 pm | 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 May 2026 Key Messages.

J. Notice of Meeting Dates

The next regularly scheduled Board meeting is scheduled for June 18, 2026, at 1:00 p.m. in the L.E. Shore Boardroom, or at the call of the Chair.

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 June 18, 2026, 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: April 16, 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 (Council Rep) [Via Microsoft Teams]

Staff: Jennifer Murley, CEO
Franz Greenfield, Administrative Assistant

Absent: N/A
Regrets: N/A

A. Call to Order

- A.1 Moment of Reflection
The Chair called the meeting to order at 1:00 p.m. A Moment of Reflection was observed.
- A.2 Indigenous Acknowledgement Statement
The 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 2026-023

Moved by Joanne de Visser and seconded by Kris Wichman, THAT the Agenda of April 16, 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 2026-024

Moved by Carol Sackville-Duyvelshoff and seconded by Marie Swift, THAT this Board receive as information:

1. ADM.26.08 entitled “2026 Draft Action Plan-V2”
 2. FIN.26.01 entitled “Q4 2025 Finance Report”
 3. FIN.26.02 entitled “Q1 2026 Finance Report”
- CARRIED.

D. Minutes

- D.1 Previous Minutes

BMPL-Resolution 2026-025

Moved by Carol Sackville-Duyvelshoff and seconded by Joanne de Visser, THAT this Board approves the Blue Mountains Public Library Board minutes of March 19, 2026, as circulated; AND

THAT this Board receives the Blue Mountains Public Library Strategic Planning Steering Committee minutes of February 9, 2026, as information. CARRIED.

- D.2 Business Arising from the Minutes
None.

E. Communications with the Board

The deadline for registration was Monday, April 13, 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
None.

F. Strategic Plan Updates & Action Items

F.1 Action Planning

1. **Discussion:** ADM.26.08 entitled “2026 Action Plan-V2”

The Board reviewed, discussed and edited the latest draft of the 2026 Action Plan before providing approval.

BMPL-Resolution 2026-026

Moved by Laurey Gillies and seconded by Kristina Wichman, THAT the Board approve the 2026 Action Plan as amended. CARRIED.

F.2 Strategic Plan Pillar: Community Hubs

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

The project experienced a delay due to the contractor not submitting the required paperwork, but the Town has now received the documents. Construction timelines have not yet been established. Library staff will begin downsizing and reorganizing the contents of the storage room (“Dungeon”), as portions of the space will be repurposed to accommodate a hot water tank and the custodian’s closet.

F.3 Strategic Plan Pillar: Organizational Excellence

1. **Report:** FIN.26.01 entitled “Q4 2025 Finance Report »

CEO Murley noted no concerns for the fourth quarter of 2025. The Board can anticipate a surplus rollover from 2025.

Discussion arose regarding financial reporting needs. The Board acknowledged that preparing quarterly reports is time-consuming for CEO Murley and noted that the level of detail currently provided is not necessary. Instead, the Board is looking for a high-level overview, along with alerts when significant issues or concerns arise. They also highlighted that limited direct access to the status of reserve funds is impacting decision-making. Aside from two reserve funds held in the Board’s TD accounts, information on all other reserves must be obtained through the Town’s finance team.

The Board established a Finance Working Group consisting of Laurey Gillies, Julia Scott and Carol Sackville-Duyvelshoff to:

- Identify which financial metrics the Board needs to review and how frequently.
- Explore the possibility of moving reserve funds into an account controlled by the Board.

2. **Report:** FIN.26.02 entitled “Q1 2026 Finance Report »

It was noted that the net tax levy number has been incorrectly listed. CEO Murley to correct the error.

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

Member de Visser provided an update on the Committee’s activities:

- All digital surveys are complete. The Committee is collaborating with Councillor Ardiel to release a survey for the agricultural community.

- Due to time constraints, the Committee will not hold an in-person session with the Craigeith Working Group, but input on Craigeith specific issues has been captured through the digital surveys.
- The Committee held a consultation session with the L.E. Shore Gallery's Arts & Culture Council (ACC).
- Next steps include presenting a formal report at the Board's May meeting and holding an in-person workshop with staff, Board and the ACC to review the consultation data and confirm the new strategic plan's pillars, vision, mission and mandates.

G. Roundtable

G.1 Roundtable—General updates by the Board

1) Community Updates and News:

- Times Colonist (March 24, 2026): [Cuts to library staff in federal prisons raise alarm bells](#)
- CBC News (March 30, 2026): [Library fears increased drug use at downtown London branch if supervised injection site closes.](#)
- Collingwood Today (April 1, 2026): [\[Collingwood\] Council votes to spend \\$15 k more on rec facility location search](#)
- CityNews Everywhere (April 2, 2026): [Alberta expanding book restrictions to public libraries.](#)
- Collingwood Today (April 8, 2026): [TBM supported 21 youth climate change projects through grant money](#)
- Collingwood Today (April 8, 2026): [TBM drops development charges by 40% to settle appeal](#)
- 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](#)

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

- [The Word on the Bay Writer's Expo](#)
April 18, 2026 | 10-4 pm | L.E. Shore
- [Community Clean-Up](#)
April 18, 2026 | 2-4 pm | L.E. Shore
- [Robert Burcher Presents: My Summer of Glorious Freedom](#)
April 21, 2026 | 6-7:30 pm | L.E. Shore
- [TBM Volunteer Fair and Recognition Awards](#)
April 22, 2026 | 4-6 pm | Beaver Vallery Community Centre
- [Exhibit Opening: The Nature of Seeing](#)
May 2, 2026 | 2-4 pm | The Gallery at L.E. Shore
- [Pop in for an Art Pop Up with Beverley Smith](#)
May 3, 2026 | 2-4 pm | The Gallery at L.E. Shore
- [Author Talk: Joy Fielding](#)
May 7, 2026 | 7-9 pm | L.E. Shore

H. Key Messages

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

BMPL-Resolution 2026-027

Moved by Kristina Wichman and seconded by Marie Swift, THAT this Board approves the release of the April 2026 Key Messages. CARRIED.

I. Notice of Meeting Dates

The next regularly scheduled Board meeting is scheduled for May 21, 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.

The Board took a brief break at 2:55 p.m., returning at 3:05 p.m.

J. Closed Session

BMPL-Resolution 2026-28

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

The Board moved into closed session at 3:06 p.m.

Adjournment of Closed Session

The Board returned to public session at 4:00 p.m.

BMPL-Resolution 2026-29

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

K. Adjourned

The Board adjourned at 4:01 p.m.

Joanne de Visser, Vice Chair

Jennifer Murley, Board Secretary



Committee Minutes

The Blue Mountains Public Library Board Meeting

Strategic Planning Steering Committee

Meeting Date: Tuesday, April 7, 2026
Meeting Time: 11:00 a.m.
Location: Boardroom, L.E. Shore Memorial Library
Prepared by: Jennifer Murley, CEO

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

Regrets: Kristina Wichman

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

The Chair called the meeting to order at 11:11 a.m.

A.1 Agenda Review

The agenda was approved with no amendments.

A.2 Previous Meeting Minutes

The Committee approved the February 9, 2026, Strategic Planning Committee meeting minutes as presented, which will be included on the April 16, 2026, Board package for information.

B. New and Unfinished Business

B.1 Review Draft Consultation Status and Key Learning to Date

The CEO presented the Consultation Plan Status Review report.

B.2 Review Consultation Plan – Timelines and Key Activities

Challenges were noted with completing consultations by end of March.

The following are recommendations and decisions for changes to consultation plan:

- Student Focus group, Community Survey, Staff and Municipal surveys are complete.
- Community survey was extended – 147 respondents to-date. Agreed to close survey.
- A separate focus group for Craighleith Working Group has not been scheduled and timing is tight. Agreement that it is unlikely to reveal any additional information than that gathered through our other studies. Committee feels that the Community survey should reveal insights across our entire region. Agreement not to hold a separate focus group for CWG.
- Agricultural Committee is no longer available for contact. Councillor Ardiel has offered to distribute a survey to her contacts in the committee/sector. Agreement to circulate survey before end of April. Survey should provide insight into both growers and workers.
- ACC focus group - Agreed that focus group will be done at ACC April 14 meeting, Committee and Jenn to conduct group.
- Staff in-person workshop –Agreed to have this conducted by a 3rd party, and expanded to include Committee, Board and ACC as available. Target to be done week of June 1st.

B.3. Consultation Status – Key Learnings from Engagement Group

- Initial learning and key insights were shared by CEO.
- Consistent learning across groups related to need for more space in general, more tech, and more study/work/group spaces. The Library is consistently seen as a safe, welcoming space, as a trusted information source, and an important resource for EDI and Indigenous perspectives.
- Barriers to use include accessible and affordable space, awareness of programs, transportation and operating hours.
- Formal report to be developed after all consultations/surveys are complete.

Actions:

1. CEO to circulate Agricultural sector survey questions to committee prior to circulation.
2. CEO to circulate ACC focus group questions to committee prior to circulation to ACC members. Circulation to ACC should be on or before April 10.
3. Chair to circulate key points for verbal update to Board to committee for alignment prior to April 16 Board meeting
4. CEO to draft Workshop brief for committee review and alignment. CEO to source Facilitator via sole-sourced process.
5. Purpose is to facilitate a workshop with BMPL associates (staff, Board and ACC) that will vet our proposed Mission, Vision and Pillars and develop initial direction for the mandate(s) of BMPL.

6. Facilitator will provide a follow up report summarizing the discussion and directions. This report will form the foundation of our final strategic framework
7. CEO to provide final Research & Consultation results summary and confirmation of workshop for May 11 Committee meeting.

B.4. Review Overall Project Timeline and Milestone Tracking

Strategic Plan Project Timeline was reviewed to align on changes to consultation plan timing. Agreement to use the June Committee meeting time for the Staff Workshop session. Timing to circulate final approved Strategic Plan will be confirmed at a later date.

B.5. Roundtable Discussion

It was noted that the documentation for this meeting and some earlier meetings has not been provided with enough time for members to review beforehand. This would make meeting discussion more efficient. Request was made for CEO to provide documentation for Monday meetings not later than the Friday prior (or approx. 3 days prior to a meeting).

C. Notice of Meeting Dates / Adjournment

The next meeting will take place on Tuesday, May 12 at 11:00 a.m. in the Gallery at L.E. Shore. The Chair adjourned the meeting at 12:57 p.m.

CFLA-FCAB Statement Bill-28

Statement of the Canadian Federation of Library Associations- Fédération canadienne des associations de bibliothèques (CFLA-FCAB) on Alberta's Bill 28

May 1, 2026

Whereas the Government of Alberta has justified Bill 28 by claiming the need to restrict "visual depictions of sex" from youth aged 15 and under, a claim that mischaracterizes the role and practices of public libraries and asserts a systemic problem where none has been demonstrated.

Whereas Alberta's public libraries have served their communities effectively and accountably for decades, with a recent poll confirming that 82% of Albertans trust their local libraries to make appropriate collection decisions.

Whereas Bill 28 would strip decision-making autonomy from local library boards despite municipalities providing the majority of library funding and hand unprecedented control to the Minister of Municipal Affairs.

Whereas concentrating this authority threatens the privacy of library users by allowing minister-appointed inspectors to potentially examine private borrowing records, risks discouraging free access to information, and introduces political interference.

Whereas there is no evidence of systemic failure in Alberta's public libraries to justify this level of government overreach.

CFLA affirms that local governance, trained library professionals, and community accountability are what make Alberta's public libraries work. Trust is earned through consistency and transparency, not government overreach.

Therefore, CFLA calls on the Government of Alberta to withdraw all sections of Bill 28 that apply to the Libraries Act.

CFLA calls on municipal leaders and library boards to defend local governance and speak up for the communities they fund and serve.

CFLA calls on library users across Canada to exercise and defend their fundamental right to privacy, and their right to seek information freely.

CFLA calls on all parties to ground dialogue in evidence, accountability, and respect for the communities that public libraries exist to serve.

May 8, 2026

The Honourable Dan Williams
Minister of Municipal Affairs
320 Legislature Building,
10800 - 97 Avenue,
Edmonton, AB T5K 2B6

Subject: Opposition to Bill 28 and Defense of Local Library Governance

Dear Premier Smith and Minister Williams,

On behalf of the Federation of Ontario Public Libraries, I am writing to urge you to stand in defense of intellectual freedom and democratic local governance in the face of unprecedented provincial overreach occurring in Alberta. The Federation of Ontario Public Libraries (FOPL) represents over 350 library systems in Ontario, with over 1100 branches in nearly every community in the province. We write to express our unwavering support for the position statements of the Coalition of Alberta Public Libraries (CAP Libraries) and the Canadian Federation of Library Associations-Federation canadienne des associations de bibliothèques (CFLA-FCAB) regarding Alberta's Bill 28.

As FOPL has strongly affirmed, local governance, trained library professionals, and community accountability are what make public libraries successful, and trust must be earned through consistency and transparency, not government overreach. This provincial legislation fundamentally undermines freedom of expression, local decision-making, and the privacy of citizens.

Granting a single provincial minister sweeping, discretionary authority, with insufficient safeguards, to bypass local library boards and deploy inspectors to examine library records is a direct threat to the democratic institutions that Canadians rely on.

From beyond Alberta's borders, we stand in solidarity with the Coalition of Alberta Public Libraries (CAP Libraries) in affirming that public trust is built through consistency and transparency — never through government overreach. We urge the Government of Alberta to

withdraw all provisions of Bill 28 that pertain to the Libraries Act. Public libraries must remain free from partisan interference and continue to serve as spaces where every person can freely access information and ideas without fear or restriction.

Sincerely,



Dine Stevens, Executive Director
Federation of Ontario Public Libraries
Toronto, Ontario
dinastevens@fopl.ca

Distribution: The Honourable Danielle Smith, Premier of Alberta
 Megan Ginther, President, Library Association of Alberta
 Pilar Martinez, CEO, Edmonton Public Library
 Sarah Meilleur, CEO, Calgary Public Library



Admin Report

Board Meeting

Report To: The Blue Mountains Public Library Board
Report Name: ADM.26.09 2026 Action Plan-Summary Review
Date: May 21, 2026
Prepared by: Jennifer Murley, CEO

A. Recommendations

THAT this Board receive the staff report ADM.26.09 entitled "2026 Action Plan-Summary Review" as information.

B. Background

At the April 2026 Board meeting, the Board approved the 2026 Action Plan. Following its approval, a summary tracking sheet is reviewed at each meeting to monitor progress. As the Plan is still relatively new, I have included the full document for ease of reference.

C. Attachments

Please see the Plan and summary sheet attached.

Respectfully Submitted,

Jennifer Murley, CEO
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, municipal, and capital uncertainties:** MURFA project implications, amalgamation discussion impacts, 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	On Track	Space Study completed; Council presentation scheduled; key messages drafted; advocacy ongoing
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community		
	1. 10-Year Strategic Plan completed and adopted	At Risk	Consultation extended and timelines adjusted
	2. Equitable access to welcoming community space preserved	On Track	Q1 Report received
ORGANIZATIONAL EXCELLENCE	Enhance organizational resilience and governance continuity		
	1. Election year readiness achieved	On Track	Municipal coordination in progress; Board Recruitment Plan received
	2. Long term financial governance framework established	On Track	Policy work initiated; charitable status approved; finance working group created
	3. Supported, engaged, and well-equipped workforce sustained	On Track	Staff career development ongoing; consultation report completed; strategic planning workshops scheduled; committee work ongoing

Status Legend:

On Track

At Risk

Late



2026 Action Plan

STRATEGIC PILLAR	COMMUNITY HUBS			
Objective 1	Ensure BMPL keeps pace with growth and community needs			
Rationale	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.			
Key Result 1				
L.E. Shore Memorial Library & Gallery facility expansion direction secured				
Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Develop key messages and engagement strategy to support expansion	Board	CEO	Achieve community support for expansion	Q2
Council endorsement of immediate direction for the expansion and enhancement of L.E. Shore Memorial Library & Gallery	Board	CEO, CAO	Formal Council endorsement of preferred immediate and long-term facility direction and inclusion in municipal long-term planning	Q2
Initiate the next steps for expansion of the L.E. Shore Memorial Library	Board	CEO, Town Treasurer, CAO, Manager of Facilities & Fleet	Develop funding strategy	Q2



2026 Action Plan

STRATEGIC PILLAR	EMPOWERING SERVICES
Objective 2	Strengthen awareness and support of the BMPL's role in the community
Rationale	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.
Key Result 1	

10-Year Strategic Plan completed and adopted

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

2026 Action Plan

STRATEGIC PILLAR	EMPOWERING SERVICES
Objective 2	Strengthen awareness and support of the BMPL's role in the community
Rationale	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.
Key Result 2	

Equitable access to welcoming community space preserved

Key Initiatives	Who is Responsible	In Collaboration With	Goal	Timing
Ensure services and collections of both the L.E. Shore Memorial Library & Gallery and the Craigleith Heritage Depot Museum & Archive serve the diverse perspectives of the community	Board	CEO, Manager of Public Services	Board review and reaffirmation of key governance policies related to: <ul style="list-style-type: none"> • Intellectual Freedom • Collections Development • Programming • Elections and Political Activity • Children's and Teen Services Successful delivery of diverse programs and services through statistical reporting.	Q4



2026 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, democratic access to information, and professional excellence.			
Key Result 1					
Election year readiness achieved					
Key Initiatives		Who is Responsible	In Collaboration With	Goal	Target
Develop and implement a governance succession plan		Board	CEO, CAO, Clerks Department	Ensure a structured onboarding process, governance orientation, and knowledge transfer for the incoming Board.	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
Coordinate with Municipal Partners on Election Transition		CEO	CAO, Clerks Department	Align timelines and expectations with the CAO and Clerk's Department to support a smooth and informed transition.	Q3



2026 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, democratic access to information, and professional excellence.			
Key Result 2					
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, Treasurer	Establish governance direction for long-term financial sustainability including: <ul style="list-style-type: none"> • reserve policy • long-term capital planning • alignment with facility expansion priorities 	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

2026 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, democratic access to information, and professional excellence.			
Key Result 3				
Supported, engaged, and well-equipped workforce sustained				
Key Initiatives	Who is Responsible	In Collaboration With	Goal	Target
Maintain and prioritize career development funding	Board	CEO	Ensure annual staff development budget is stable and aligned with organizational priorities	Q4
Enhance access to training and shared learning opportunities	CEO	Town staff	Leverage partnerships with the Municipality (i.e. IDEA Committee, Service Area Managers group) to identify and participate in shared training opportunities with a focus on IDEA, health and safety, and sector trends	Q4
Ensure staff involvement in the development of the new BMPL Strategic Plan	CEO	Board	Complete staff survey and organize staff focus group	Q3

Board Meeting

Report To: The Blue Mountains Public Library Board
Report Name: ADM.26.10 Annual Policy Review
Date: May 21, 2026
Prepared by: Jennifer Murley, CEO

A. Recommendations

THAT this Board approves the following policies as presented:

- POL-ADM.2018.50 entitled *"The Library and Political Elections"*
- POL-ADM.2018.57 entitled *"Children and Teen Services"*
- POL-ADM.2018.64 entitled *"Programs"*
- POL-ADM.2018.75 entitled *"Collection Policy-General"*
- POL-ADM.2018.86 entitled *"Room Rentals"*
- POL-ADM.2018.89 entitled *"Intellectual Freedom"*

B. Background

The 2026 Annual Action Plan identifies reviewing the attached policies. Additional policies will be brought forward once the Board's financial working group meets.

Respectfully Submitted,

Jennifer Murley, CEO
LibraryCEO@TheBlueMountains.ca
519-599-3681 extension 148



**BLUE MOUNTAINS
PUBLIC LIBRARY**

Type:	System
Authority:	Board
Resolution No:	BMPL 2018-92 on 4-26-18; POL-SYS.2018.50
Associated Documents:	Municipal Elections Act, 1996 Municipal Elections Modernization Act, 2016 Use of Corporate Resources for Election Purposes [Town POL.COR.18.01]
Original Approval:	04-26-2020
Amended On:	05-21-2020; 11-25-2021; 05-16-2024; 05-21-2026
Reviewed On:	

SYS.2018.50.1**Policy Purpose**

The purpose of this policy is to ensure that the Blue Mountains Public Library (BMPL) operates in a non-partisan manner while supporting the democratic process, fundamental freedoms, and informed discussion during municipal, provincial, and federal election periods.

This policy establishes guidelines for political activities, the use of BMPL spaces and resources, and the conduct of Board members, staff, and volunteers, in accordance with applicable legislation, including the *Municipal Elections Act, 1996* and the *Municipal Elections Modernization Act, 2016*.

SYS.2018.50.2**Scope**

This policy applies to:

- Library Board members;
- Employees and volunteers;
- Candidates, political parties, and third-party advertisers; and
- The use of BMPL property, resources, services, communications, and facilities during election periods.

SYS.2018.50.3**Guiding Principles**

BMPL shall:

1. Maintain political neutrality in all Library and Museum operations, communications, and services.
2. Provide equitable access to publicly available spaces and services.
3. Support civic literacy and informed public engagement.
4. Uphold intellectual freedom and freedom of expression within the limits of the law; and
5. Ensure compliance with applicable legislation governing elections and public sector resources.

SYS.2018.50.4**Use of BMPL Library Space and Resources**

1. No candidate, registered third-party advertiser, or political party shall be provided with an unfair advantage in the use of BMPL resources at any time.
2. Meeting rooms may be rented for campaign-related activities, including all-candidates meetings, provided:

- Access is provided equitably;
 - Rentals comply with BMPL policies;
 - All applicable fees are paid; and
 - The event does not interfere with regular operations.
3. All candidates' meetings may be organized by the BMPL or external organizations, provided all confirmed candidates are invited to participate.
 4. A candidate, political party, or campaign shall not be featured or promoted as part of a regular BMPL program, service, or event.
 5. In accordance with section 81.1(1) of the *Canada Elections Act*, federal candidates and their representatives are permitted to campaign in facilities that are open to the public without charge. During municipal and provincial elections, BMPL shall provide equitable access to publicly accessible areas in accordance with applicable legislation and municipal by-laws.
 6. BMPL may provide space for election-related informational materials in accordance with the *Community Information Policy*.
 7. Election signs, campaign posters, or partisan displays shall not be installed or posted on BMPL property except where permitted under applicable legislation or municipal by-law.
 8. Public internet and Wi-Fi services may be used for lawful political communication in accordance with Library technology and acceptable use policies.

SYS.2018.50.5 Prohibited Use of Library Resources

1. BMPL resources shall not be used to support or oppose any political campaign, candidate, party, or political viewpoint.
2. Prohibited uses include:
 - Use of staff time for campaign purposes;
 - Use of branding, logos, mailing lists, or communications platforms for partisan activities;
 - Distribution of partisan materials by staff while acting in an official capacity;
 - Political endorsements made on behalf of the BMPL;
 - Use of equipment, supplies, or operational resources for campaign purposes; and
 - Preferential treatment toward any candidate, party, or campaign.

SYS.2018.50.6 Employees and Volunteers

1. Employees and volunteers retain the right to participate in the political process as private citizens.
2. While working or representing the BMPL, employees and volunteers shall not:
 - Display or distribute partisan materials;
 - Wear campaign-related clothing, buttons, or promotional items;
 - Advocate for or against a candidate, political party, or campaign; or
 - Use their position to influence political support.
3. Nothing in this policy prohibits respectful, lawful political expression by individuals acting in a personal capacity outside of working hours.

SYS.2018.50.7 Library Board Members as Candidates

1. Board members shall continue to comply with all applicable legislation, Board policies, and conflict of interest requirements during election periods.
2. Board members who are candidates for elected office remain members of the Board unless otherwise disqualified under applicable legislation.
3. Board members running for office:

- Shall not receive preferential treatment or additional access to BMPL resources;
- Shall not use their Board position to support campaign activities; and
- Shall not use Board meetings, BMPL communications, or BMPL events to promote their candidacy, except where participation is part of a non-partisan election-related event, such as an all-candidates meeting or debate.

SYS.2018.50.8 Campaign Contributions

In accordance with the *Municipal Elections Act, 1996*, the *Election Finances Act*, and the *Canada Elections Act*, BMPL shall not contribute money, goods, services, or resources to any political candidate, political party, campaign, or third-party advertiser.

SYS.2018.50.7 Requests for Information about the Library

1. Requests for information from candidates, political parties, or campaigns shall be coordinated through the CEO or designate.
2. Information provided by the BMPL to one candidate or political party shall be made equally available to all other candidates or parties upon request.
3. Candidates or political parties may request meetings or tours of BMPL facilities and services, subject to operational availability.

POL-PUB.2018.57 Title: *Children & Teens Services*



Type: Public Usage
Authority: CEO
Resolution No.: BMPL 2018-105 on 5-17-18; POL-PUB.2018.57
Associated Documents: Children’s Rights in the Public Library
Teen’s Rights in the Public Library
Original Approval: 5-17-2018
Amended On: 5-21-2026
Reviewed On: 5-19-2022

PUB.2018.57.1 Policy Purpose

The purpose of this policy is to establish guidelines for inclusive, high-quality youth services that support the intellectual growth, cultural appreciation, creativity, and recreational interests of children and teens, while reflecting recognized best practices in gallery, library, archive, and museum (GLAM) service delivery. In support of this commitment, the Blue Mountains Public Library Board endorses the Ontario Public Library Association’s statements on Children’s and Teens’ Rights in the Public Library. See *Appendices*.

PUB.2018.57.2 Scope

This policy applies to all BMPL staff, volunteers, community partners, and individuals using BMPL spaces and services.

PUB.2018.57.3 Definitions

1. **Caregivers:** Any individual responsible for the care, supervision, or support of a child or teen while using BMPL facilities or participating in BMPL programs. This includes parents, legal guardians, family members, and other trusted adults or individuals (such as older siblings, family friends, or support workers), regardless of legal or biological relationship. Caregivers may provide supervision, guidance, transportation, or assistance with participation in library services and activities. For the purposes of this policy, a caregiver is expected to be aware of the child or teen’s needs and to provide appropriate oversight based on the child’s age, maturity, and abilities.
2. **Children:** Individuals up to 12 years of age.
3. **Teens:** Individuals 14 years of age and above.
4. **Youth:** A collective term referring to children and teens.

PUB.2018.57.4 Spaces for Youth

1. BMPL supports the intellectual freedom rights of children and teens and recognizes that responsibility for determining the appropriateness of materials, services, and experiences, rest with caregivers. BMPL staff shall not assume this responsibility.
2. Wherever possible, BMPL will provide spaces, furnishings, collections, signage, and services that support the diverse interests, abilities, and developmental needs of youth and their caregivers.
3. Designated youth spaces shall support active learning, recreation, collaboration, and social interaction, while individuals seeking quiet study or reflective space are encouraged to use areas intended for that purpose.
4. All users must comply with the BMPL *Code of Conduct*.

PUB.2018.57.5 Programs for Youth

1. BMPL will provide programs and experiences for children, teens, and caregivers both within and beyond BMPL spaces to encourage creativity, literacy, lifelong learning, independent discovery, and meaningful engagement with library, gallery, archive, and museum (GLAM) services.

2. BMPL programming shall include recreational, educational, cultural, and literacy-based opportunities that support the diverse interests and developmental needs of youth. Programs may complement school-based learning, encourage reading for pleasure, foster creativity, critical thinking, and promote awareness and use of BMPL collections and services.
3. Participation limits for programs and events may be established based on room capacity, safety, staffing, program design, and occupancy regulations.
4. Certain programs may be intended for specific age groups or may require caregiver participation or supervision. Program requirements may be established and enforced by BMPL staff to support safety and effective participation.
5. Children who are unable to safely leave a facility independently should not be left unattended at BMPL locations or programs. In emergency situations, BMPL staff may attempt to contact a parent, guardian, or emergency contact and, where necessary, seek assistance from emergency services or law enforcement.

PUB.2018.57.7 Children Collections and Resources

1. BMPL will strive to provide collections and discovery tools that:
 - 1.1. Support access to materials intended for children and youth from infancy through adolescence;
 - 1.2. Provide accessible catalogue and discovery services that support browsing and independent exploration;
 - 1.3. Reflect a broad range of interests, perspectives, cultures, identities, and lived experiences;
 - 1.4. Are maintained in a manner that supports accessibility, usability, and ease of discovery; and
 - 1.5. Support both personal interest and educational or curriculum-related learning.
2. Children’s materials shall be selected in accordance with the BMPL *Collection Development Policy* and related operational guidelines.

PUB.2018.57.8 Teen Collections and Resources

1. BMPL will strive to provide teen collections and discovery tools that:
 - 1.1. Support access to materials intended for teen and young adult audiences;
 - 1.2. Provide accessible catalogue and discovery services that encourage independent browsing and exploration;
 - 1.3. Reflect a broad range of genres, viewpoints, lived experiences, and contemporary topics relevant to teens;
 - 1.4. Are maintained in a manner that supports accessibility, usability, and ease of discovery; and
 - 1.5. Support both personal interest and educational or curriculum-related learning.
2. Teen materials shall be selected in accordance with the BMPL *Collection Development Policy* and related operational guidelines.

PUB.2018.57.9 Computer Access

1. Children and teens are entitled to equitable access to BMPL technology, digital resources, and internet services in support of learning, creativity, communication, and intellectual freedom. Caregivers are encouraged to take an active role in guiding youth in their use of online resources, services, games, and digital interactions.
2. Use of BMPL technology and internet services is governed by the BMPL *Technology Policy* and *Code of Conduct*.

PUB.2018.57.10**Advocacy and Community Partnerships**

1. BMPL recognizes the importance of advocating for accessible, inclusive, and high-quality services for children and teens, and may promote the value and goals of youth services to the Library Board, Municipal Council, community partners, and the broader community.
2. BMPL works in partnership with schools, community organizations, agencies, and other partners to support literacy, creativity, lifelong learning, intellectual freedom, well-being, and healthy youth development.
3. BMPL may pursue partnerships, grants, donations, sponsorships, fundraising opportunities, and professional networks to enhance programs, collections, spaces, and services for children, teens, caregivers, and families.

PUB.2018.57.11**Rights and Responsibilities of Caregivers**

1. Caregivers are responsible for the safety, supervision, behaviour, and well-being of children in their care while using BMPL spaces, services, programs, and materials. BMPL staff do not provide childcare or supervision outside the normal scope of supervised programs.
2. Caregivers are responsible for a child's or teen's use of Library materials, spaces, technology, and services.
3. Youth may use BMPL facilities independently if they can do so safely and in accordance with BMPL policies, including the *Code of Conduct*. Staff may intervene when behaviour is unsafe, disruptive, or inconsistent with BMPL policies.
4. Youth who require supervision should not be left unattended. In emergencies or ongoing safety concerns, BMPL staff may contact a caregiver, emergency contact, emergency services, or law enforcement.
5. In accordance with the *Ontario Child, Youth and Family Services Act*, BMPL employees have a duty to report suspected child abuse, neglect, risk of harm, or protection concerns involving children under 16, and may report concerns involving youth aged 16 or 17. Employees who make a report shall notify the CEO or designate as soon as reasonably possible.

Appendix A

Ontario Library Association Statement on the Rights of the Child

Children in Public Libraries have the right to:

1. Intellectual freedom
2. Equal access to the full range of services and materials available to other BMPL users.
3. A full range of materials, services and programs specifically designed and developed to meet their needs.
4. Adequate funding for collections and services related to population, use and local community needs.
5. A library environment that complements their physical and developmental stages.
6. Trained and knowledgeable staff specializing in children's services.
7. Welcoming, respectful, supportive service from birth through the transition to adult BMPL user.
8. An advocate who will speak on their behalf to the library administration, library board, municipal council and community to make people aware of the goals of children's services.
9. Library policies written to include the needs of the child.

Adopted at the Ontario Library Association Annual General Meeting, November 1998

Appendix B

Teen Statement

Teens in Ontario Public Libraries have the right to:

1. Intellectual freedom

The library establishes clear policy statements concerning the right to free access by young adults to library resources and information sources; respect for the rights of young adults to select materials appropriate to their needs without censorship. The library's teen collection, policies and services should be consistent with the concepts of intellectual freedom defined by the CLA, OLA and Ontario Human Rights code.

2. Equal access to the full range of materials, services, and programs specifically designed and developed to meet their unique needs.

The library integrates library service to teens into the overall plan, budget and service program for the library. Library service to teens is integrated with those offered to other BMPL user groups.

3. Adequate funding for collections and services related to population, use and local community needs.

The library incorporates funding for materials and services for teens in the library operating budget and ensures there is equitable distribution of resources to support programs and services for young adults.

4. Collections that specifically meet the needs of teens

The library provides a wide spectrum of current materials of interest to young adults to encourage lifelong learning, literacy, reading motivation, and reader development. The library endeavors to develop collections that encourage leisure reading, support homework and school success and responds to gender and cultural diversity. The library provides unfettered access to technology including social networking, licensed databases, and other online library resources for teens.

5. A library environment that complements their physical and developmental stages.

The library provides identifiable spaces for teens that are separate from children's spaces where possible, reflects their lifestyle and allows for teens to use this library space for leisure or study, either independently or in groups.

6. Welcoming, respectful, supportive service at every service point.

The library promotes friendly, positive, non-biased customer interactions with teens, providing staff development and training and ensures that services for teens embrace cultural and gender diversity and economic differences. Library staff will endeavor to respect the teens' need for privacy and nonjudgmental service and assist young adults in acquiring the skills to effectively access all library resources and become information literate.

7. Library Programs and Services appropriate for Teens

The Library fosters youth development by providing programs for teens that contribute to literacy,

lifelong learning and healthy youth development. The library endeavors to provide volunteer opportunities for helping others through community service hours including participating on Library Advisory Boards, and other projects that help develop a sense of responsibility and community involvement. The library's teen services initiatives are effectively managed according to best practices in the field of Youth Services.

8. Trained and knowledgeable staff specializing in teen services.

Library staff is knowledgeable about adolescent development and age-appropriate resources for young adults inclusive of those with special needs. The library provides services by teen specialists as well as by others who are trained to serve teens.

9. An advocate who will speak on their behalf to the library administration, library board, municipal council and community to make people aware of the goals of teen services.

The library works in partnership with other community agencies and organizations to support all aspects of healthy, successful youth development.

10. Library policies are written to include the needs of the youth.

Adopted by the Ontario Library Association General Meeting, June 2010. Revised April 28, 2011

POL-PUB.2018.64 Title: *Programs*



Type: Public Usage Policy
Authority: CEO
Resolution No: BMPL 2018-105 on 5-17-18; POL-PUB.2018.64
Associated Documents:
Original Approval: 5-17-2018
Amended On: 5-21-2026
Reviewed On: 5-19-2022

PUB.2018.64.1 Policy Purpose

The purpose of this policy is to establish the principles, priorities, and expectations that guide the development and delivery of programs, outreach initiatives, exhibitions, events, and partnerships at the Blue Mountains Public Library (BMPL).

PUB.2018.64.2 Definitions

BMPL Program: A program, event, exhibition, activity, or initiative developed, organized, and delivered by staff of the BMPL in support of BMPL’s mission, strategic priorities, and services.

Partnership Program: A program or initiative jointly developed or delivered by the BMPL and one or more external organizations, agencies, community groups, presenters, or facilitators. Partnership Programs involve shared planning, responsibilities, resources, or promotion and must align with applicable BMPL policies and values.

Third-Party or External Program: A program, meeting, event, or activity led independently by an outside organization or individual using BMPL space through a rental, booking, or community use agreement. These activities are not organized, sponsored, or endorsed by BMPL unless explicitly stated.

Outreach: Programs, services, activities, or community engagement initiatives delivered outside traditional BMPL spaces or designed to connect BMPL services and resources with underserved, underrepresented, rural, seasonal, or otherwise underserved populations. Outreach may include visits to schools, community events, long-term care settings, partner organizations, public spaces, or virtual environments.

Accommodation: Reasonable modifications, support, alternative formats, or adjustments intended to reduce barriers and support equitable participation for individuals living with disabilities or accessibility needs.

PUB.2018.64.3 Program Development and Selection

1. BMPL programs, outreach initiatives, and partnerships support the Board’s mission, strategic priorities, and role as a welcoming public space for learning, discovery, creativity, and community connection.
2. Programs and outreach initiatives may be educational, cultural, informational, recreational, civic, creative, or social in nature, and may serve people of all ages, abilities, and backgrounds.
3. Programs will be developed with consideration for community interests and needs, strategic priorities, accessibility, available resources, operational capacity, and opportunities for learning, creativity, engagement, and cultural expression. Programs may also respond to emerging issues, cultural trends, educational opportunities, seasonal initiatives, or partnership opportunities.
4. BMPL supports intellectual freedom and the right of individuals to access a broad range of ideas, perspectives, information, and experiences through programs and events. The inclusion of a

program topic, speaker, performer, author, exhibit, facilitator, or partner does not constitute BMPL endorsement of the views expressed.

5. BMPL strives to provide programs and services that reflect the diverse interests, experiences, cultures, identities, abilities, and perspectives of the community, and to reduce barriers to participation wherever reasonably possible.
6. BMPL reserves the right to determine program formats, participation requirements, registration limits, age or audience recommendations, and space allocations based on operational, safety, staffing, accessibility, or capacity considerations.
7. Programs, partnerships, and outreach activities must comply with applicable laws, BMPL policies, and health and safety requirements. BMPL may decline, modify, relocate, or cancel activities that:
 - Conflict with applicable laws or BMPL policies;
 - Present significant safety, operational, or accessibility concerns;
 - Promote hatred, discrimination, or unlawful activity; or
 - Misrepresent BMPL’s role, sponsorship, or endorsement.

PUB.2018.64.5 Accessibility and Inclusion

1. BMPL will make reasonable efforts to provide inclusive and accessible programs, services, communications, and spaces. Individuals requiring accommodations are encouraged to contact BMPL in advance whenever possible so appropriate arrangements can be explored.
2. Accessibility considerations may include, but are not limited to:
 - Physical access.
 - Alternative communication formats.
 - Assistive technology.
 - Sensory considerations.
 - Seating or environmental adjustments; and
 - Virtual or hybrid participation options where feasible.
3. BMPL recognizes that accessibility needs and barriers vary between individuals and locations and is committed to continuous improvement in accessibility planning and service delivery.

PUB.2018.64.6 Community Partnerships and External Organizations

1. The BMPL values collaboration with schools, community organizations, agencies, cultural groups, service providers, and other partners whose activities support literacy, learning, creativity, civic engagement, inclusion, or community well-being.
2. External organizations using BMPL facilities or participating in Partnership activities are expected to comply with applicable BMPL policies and procedures.
3. Use of BMPL facilities by External organizations does not imply BMPL sponsorship, endorsement, or agreement with the views or activities of the organization unless explicitly identified as a BMPL Partnership or co-sponsored initiative.
4. External presenters, facilitators, performers, exhibitors, and organizations are responsible for ensuring their activities comply with applicable laws, licensing requirements, and professional obligations.

PUB.2018.64.7 Outreach

1. The BMPL recognizes Outreach as an important component of equitable public service delivery and community engagement.

2. Outreach activities may be designed to increase awareness of BMPL services, reduce barriers to participation, support underserved populations, strengthen community relationships, and promote literacy, creativity, lifelong learning, and access to information.
3. Outreach initiatives may be delivered independently by BMPL or in collaboration with community partners, educational institutions, social service agencies, healthcare providers, cultural organizations, or other community groups.



Type: Administrative
Authority: CEO
Approval Date: 5-22-18
Associated Documents: Collection Development Plan
 POL-SYS.2018.89-Intellectual-Freedom

Original Approval: 5-22-2018
Amended On: 7-20-2023; 05-21-2026
Reviewed On: 5-19-2022

ADM.2018.75.1 Policy Purpose

The Blue Mountains Public Library (BMPL) develops, maintains, and provides access to Library collections that support its mission, strategic priorities, and role as a trusted public institution. The Library collection exists to support lifelong learning, literacy, creativity, cultural participation, civic engagement, and equitable access to information, ideas, and stories, and reflects a broad range of viewpoints, experiences, and identities. For Museum Collections, see the *Museum Collection Policy*.

ADM.2018.75.2 Goals of the Library Collection

The Library collections shall:

1. Support the educational, informational, cultural, recreational, and creative interests of the community;
2. Provide access to materials in a variety of formats, reading levels, and accessible formats;
3. Reflect a broad range of viewpoints, experiences, and ideas;
4. Support literacy, digital literacy, lifelong learning, and curiosity;
5. Support stewardship of local history and archival collections; and
6. Utilize partnerships, digital services, and resource sharing to expand access beyond the physical collection.

ADM.2018.75.3 Responsibility and Scope

As per POL-BLG.2018.07 of the Board:

1. The Chief Executive Officer (CEO) is responsible for the selection and acquisition of materials for the Library collection in conformity with Board policy.
2. Library staff are delegated responsibility for selecting, deselecting, organizing, and maintaining materials in accordance with this policy, professional standards, budget considerations, and community needs.
3. The Library provides access to materials and resources in a wide range of formats, including but not limited to:
 - Books
 - eBooks
 - Audiobooks
 - Streaming and digital resources
 - Periodicals and newspapers
 - Databases and online subscriptions
 - Local history and archival materials
 - Educational and recreational media
 - Emerging formats and technologies
4. Collections shall include materials intended for children, teens, and adults.
5. The presence of material in the Library collection does not indicate BMPL endorsement of its content or viewpoints.

ADM.2018.75.4 Library Collection Size and Stewardship

1. BMPL maintains a Library collection that is responsive to community needs, available space, service priorities, and budget capacity.
2. BMPL recognizes that effective collection management requires ongoing evaluation, replacement, deselection, and renewal to ensure collections remain relevant, accessible, appealing, and usable.
3. The Library collection size and growth shall consider:
 - Physical space limitations;
 - Accessibility and ease of use;
 - Demand and circulation patterns;
 - Availability of digital resources;
 - Emerging service needs; and
 - Long-term sustainability.

ADM.2018.75.6 Selection and Collection Management

1. BMPL seeks to maintain a balanced and responsive Library collection rather than attempting to collect every available resource on a subject.
2. Collection decisions are made using professional judgment and established selection practices.
3. Materials are evaluated as a whole rather than isolated passages or sections.
4. Selection criteria may include:
 - Relevance to community needs and interests;
 - Alignment with the BMPL's mission and strategic priorities;
 - Authority, credibility, and quality;
 - Representation of diverse perspectives and experiences;
 - Current and anticipated demand;
 - Timeliness and accuracy;
 - Literary, artistic, educational, historical, or cultural value;
 - Suitability of format;
 - Accessibility;
 - Space and budget considerations; and
 - Availability through consortiums or shared collections
5. Materials are not excluded, removed, restricted, or labeled solely because they may be controversial, offensive to some individuals, or represent unpopular viewpoints.

ADM.2018.75.7 Accessibility and Inclusive Collections

1. BMPL recognizes the importance of collections and services that reflect the diverse cultures, identities, lived experiences, abilities, family structures, and perspectives of the community, and is committed to reducing barriers to access and supporting inclusive library service in accordance with the *Accessibility for Ontarians with Disabilities Act (AODA)* and the *Ontario Human Rights Code*.
2. The Library will work to provide collections and resources in accessible formats where reasonably possible, including but not limited to:
 - Large print materials;
 - Audiobooks;
 - Downloadable and accessible digital resources;
 - Captioned or described media;
 - Screen reader compatible resources;
 - Centre of Equitable Library Access (CELA) and accessible library services; and
 - Assistive technologies and devices.

ADM.2018.75.8 Local History and Archival Collections

1. BMPL collects, preserves, and provides access to materials that document the history, culture, development, and evolving stories of The Blue Mountains and the surrounding Southern Georgian Bay region.
2. Local history and archival collections may include physical and digital materials, photographs, records, oral histories, artifacts, and other historically significant resources. These collections are housed at the Craigeith Heritage Depot and managed by the Museum Curator or designate.
3. Special consideration shall be given to the preservation, storage, handling, and accessibility needs of archival and historically significant materials.

ADM.2018.75.9 Collection Maintenance and Deselection

1. To maintain a relevant, accessible, safe, and useful collection, materials may be removed, replaced, relocated, reformatted, or withdrawn.
2. Deselection decisions are based on professional judgment and may consider:
 - Physical condition
 - Accuracy and currency
 - Usage and demand
 - Duplication
 - Relevance
 - Available space
 - Format obsolescence
 - Availability through other library systems or digital services
3. Withdrawal of materials does not represent censorship.

ADM.2018.75.10 Resource Sharing and Digital Access

1. BMPL recognizes that community information needs cannot be met solely through its physical collection and participates in cooperative resource sharing, interlibrary loan services, consortium purchasing, and digital collection platforms to expand access to materials and services beyond what can be housed onsite.

ADM.2018.75.11 Requests for Reconsideration

1. Users with concerns about materials in the Library collection are encouraged to discuss those concerns with BMPL staff.
2. Formal requests for reconsideration of materials must be submitted in writing through the Library's established Request for Reconsideration process and will be evaluated in accordance with this policy and the Board's *Intellectual Freedom Policy*.
3. Materials under review will generally remain available during the reconsideration process.
4. The final decision regarding the retention, relocation, or removal of materials rests with the CEO.

ADM.2018.75.11 Intellectual Freedom

1. Access to diverse viewpoints and information is essential to a democratic society.
2. BMPL does not restrict access to materials based on origin, background, views, or the possibility that some individuals may find content controversial or objectionable.
3. Caregivers are responsible for guiding their own children's reading, viewing, and listening choices. BMPL staff do not act in place of parents or guardians in determining what materials a youth may access.

POL-PUB.2018.86 Title: *Room Rentals*



Type: Public Usage Policy
Authority: CEO
Resolution No: BMPL 2018-129 on 6-21-18; POL-SYS.2018.86
Associated Documents:
Original Approval: 6-21-2018
Amended On: 5-21-2026
Reviewed On: 5-19-2022

PUB 2018.86.1 Policy Purpose

The purpose of this policy is to establish guidelines and conditions for the public use and rental of Blue Mountains Public Library (BMPL) spaces in a fair, equitable, safe, and responsible manner.

PUB 2018.86.2 Scope

This policy applies to BMPL staff, volunteers, and all individuals, groups, or organizations using BMPL spaces or facilities.

PUB 2018.86.3 General Principles

1. BMPL spaces and equipment may be made available for public use, rental, or community access, subject to availability, operational requirements, and this policy.
2. As a public institution committed to intellectual freedom, the BMPL supports equitable access to shared community spaces for lawful expression, discussion, learning, and civic engagement. Access to BMPL spaces will not be denied solely because of the beliefs, opinions, affiliations, identities, or viewpoints of individuals or groups using the space.
3. Use of BMPL spaces does not constitute endorsement by the BMPL of the views, opinions, activities, products, services, or beliefs of any individual or organization.
4. BMPL may deny, restrict, or cancel use of a space where the proposed activity:
 - 6.1. Violates Board policy or applicable legislation;
 - 6.2. Promotes or incites discrimination, hatred, violence, or unlawful activity;
 - 6.3. Poses a risk to the safety of individuals, collections, equipment, or facilities;
 - 6.4. Substantially interferes with BMPL operations or public access to services; or
 - 6.5. Is inconsistent with the intended use of the space.
5. Room bookings may not be used primarily for secondary commercial purposes, including lead generation, client recruitment, sales solicitation, or directing participants to external commercial services or events, unless expressly authorized by the BMPL.
6. BMPL reserves the right to prioritize BMPL operations, programs, partnerships, and events over external bookings and rentals.
7. Individuals or groups whose previous use resulted in damage, policy violations, unsafe conduct, harassment, or unpaid fees may be denied future access to BMPL spaces.

PUB 2018.86.4 Bookable Spaces

1. The following spaces may be made available for public rental or booking, subject to operational requirements and availability:
 - L.E. Shore Memorial Library Boardroom
 - L.E. Shore Memorial Library Gallery
2. Capacity limits established through fire, building, and safety regulations must be observed at all times.

3. All bookings are subject to completion of the required rental agreement and applicable terms and conditions.

PUB 2018.86.5 Non-Bookable and Shared Public Spaces

1. Certain areas are not available for advance reservation or exclusive use. These spaces may include, but are not limited to:
 - The Story Tower
 - Study carrels and study seating
 - Reading and lounge areas
 - Public seating areas
 - Fireplace seating areas
 - Open collaborative spaces
2. Shared public spaces operate on a first-come, first-served basis and must remain accessible to all users.
3. BMPL reserves the right to limit activities occurring in non-bookable spaces where the activity:
 - Disrupts operations or public use;
 - Creates excessive noise or congestion;
 - Blocks access routes or emergency exits; or
 - Conflicts with Board policies or applicable legislation.

PUB 2018.86.6 Booking Procedures and Fees

1. Rental fees, deposits, and applicable charges shall be established by the BMPL and reviewed periodically.
2. Additional fees may apply where staffing, technical support, security, specialized setup, or cleanup are required.
3. Reservations should be requested a minimum of two (2) weeks in advance whenever possible.
4. Recurring or long-term bookings may be reviewed periodically to ensure equitable public access to BMPL spaces.
5. Payment must be received in accordance with the rental agreement unless otherwise approved by the CEO or designate.
6. Cancellation timelines and refund eligibility shall be outlined within the rental agreement.

PUB 2018.86.7 Room Setup and Use

1. Renters are responsible for leaving spaces in a clean and orderly condition.
2. Furniture, equipment, and room layouts must be returned to their original configuration unless otherwise approved by BMPL staff.
3. Decorations, displays, signage, or materials may not be attached to walls, windows, furnishings, or fixtures in a manner that may cause damage.
4. Additional cleaning, repair, restoration, or damage-related costs may be charged to the renter.
5. BMPL reserves the right to restrict room setup requests that create safety, accessibility, or operational concerns.

PUB 2018.86.8 Liability and Responsibility

1. Individuals and organizations using BMPL spaces are responsible for the conduct and supervision of participants attending their event or activity.
2. Renters assume responsibility for any loss, damage, or injury arising from their use of BMPL spaces, equipment, or facilities.
3. BMPL is not responsible for lost, stolen, or damaged personal property or materials brought into BMPL facilities.

4. Proof of liability insurance may be required where deemed necessary by the CEO or designate.
5. Renters agree to indemnify and hold harmless the BMPL, its Board, employees, volunteers, and agents from claims, damages, liabilities, costs, or expenses arising from the use of BMPL spaces or facilities.

PUB 2018.86.9 Accessibility and Inclusion

1. BMPL is committed to providing welcoming and accessible public spaces.
2. Individuals requiring accommodation are encouraged to contact the BMPL in advance to discuss available supports or arrangements.
3. Service animals, as defined by the *Accessibility for Ontarians with Disabilities Act (AODA)*, are permitted in all publicly accessible areas of BMPL facilities.
4. Other animals may only be permitted:
 - 4.1. As part of an authorized BMPL program or event;
 - 4.2. With prior approval from the CEO or designate; or
 - 4.3. Where otherwise permitted by law.
5. Approved animals must always remain under the care and control of their handler and may be excluded where health, safety, or operational concerns arise.
6. The BMPL will make reasonable efforts to provide accommodations in accordance with the *AODA* and the *Ontario Human Rights Code*.

PUB 2018.86.10 Food, Alcohol, and Prohibited Activities

1. Food and non-alcoholic beverages may be permitted in designated spaces, subject to cleanup requirements and staff approval.
2. Alcohol may only be served where prior approval has been granted and all legal requirements, permits, and licenses have been obtained.
3. Smoking, vaping, and prohibited substances are not permitted where prohibited by law.
4. Illegal activity is strictly prohibited within BMPL facilities and on BMPL property.

PUB 2018.86.11 Access and Oversight

1. BMPL employees or authorized representatives may enter or monitor booked spaces at any time to ensure compliance with BMPL policies, safety requirements, and applicable legislation.
2. Failure to comply with staff direction or policy requirements may result in immediate termination of the booking or removal from the premises.

PUB 2018.86.12 Medium and High-Risk Events

1. BMPL may require additional information for proposed events that may present elevated operational, safety, or security concerns.
2. Events may be considered medium or high-risk where factors include but are not limited to:
 - 2.1. Large, anticipated attendance;
 - 2.2. Planned or anticipated protests or demonstrations;
 - 2.3. Events involving sexually explicit or violent content;
 - 2.4. Heightened safety or security concerns; or
 - 2.5. The anticipated need for security personnel or police presence.

3. Where appropriate, the BMPL may consult with relevant parties, including security personnel, emergency services, municipal partners, or the Board Chair regarding operational or safety considerations associated with an event.
4. BMPL may impose reasonable conditions on the use of a space for medium or high-risk events, including requiring:
 - 4.1. Additional staffing or security measures;
 - 4.2. Proof of insurance;
 - 4.3. Compliance with safety plans or occupancy limits; or
 - 4.4. Reimbursement of costs associated with required security or operational supports.
5. Decisions regarding room rentals will be made in accordance with applicable legislation, including the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code*, and the *Occupational Health and Safety Act*.

PUB 2018.86.13 Challenges to Room Rental Decisions

1. Individuals or organizations with concerns regarding a room rental decision are encouraged to first discuss the matter with BMPL staff.
2. If concerns remain unresolved, a formal request for reconsideration or appeal may be submitted in writing to the Library CEO.
3. In reviewing concerns or appeals, the BMPL will consider:
 - 3.1. Applicable legal rights and obligations;
 - 3.2. *Code of Conduct* and relevant Board policies;
 - 3.3. Requirements under applicable legislation, including the *Criminal Code of Canada*;
 - 3.4. Principles of procedural fairness and due diligence; and
 - 3.5. The importance of maintaining an environment free from discrimination, harassment, intimidation, and violence.

PUB 2018.86.14 Equipment Use

1. Equipment made available by the BMPL is for onsite use only unless otherwise authorized.
2. Users are responsible for ensuring equipment is used appropriately and returned in good condition.
3. Additional conditions or fees may apply to the use of BMPL equipment or technology.

PUB 2018.86.15 Showcases and Display Spaces

1. BMPL may make designated showcases, display cases, or exhibition spaces available for public use.
2. Priority may be given to:
 - 2.1. Gallery, library, archive, museum, and community-related displays;
 - 2.2. Exhibitions associated with BMPL programming or partnerships; and
 - 2.3. Exhibitions coordinated through the Arts & Culture Council or approved community partners.
3. BMPL reserves the right to refuse, remove, or discontinue displays that:
 - 4.1. Violate Board policy or applicable legislation;
 - 4.2. Present safety or security concerns;
 - 4.3. May damage BMPL property or facilities; or
 - 4.4. Substantially interfere with the shared public use of the space.

4. Installation, maintenance, and removal of display materials are the responsibility of the exhibitor unless otherwise arranged with BMPL staff.
5. The sale of displayed items may be permitted with prior approval from the CEO or designate and may be subject to commissions, fees, or additional conditions established by the BMPL.
6. BMPL does not provide insurance coverage for exhibited materials, artwork, merchandise, or personal property and is not responsible for loss, theft, or damage.
7. Display bookings may be cancelled in accordance with applicable agreements or procedures.

POL-SYS.2018.89

Title: *Intellectual Freedom*



Type: System
Authority: Board
Resolution No.: BMPL 2018-130 on 6-21-18; POL-SYS.2018.89
Associated Documents: • POL-ADM.2018.75 Collection Policy: General
Original Approval: 06-21-2018
Amended On: 05-21-2020; 07-21-2022; 09-21-2023; 06-20-2024; 05-21-2026
Reviewed On: 2024-05-16

SYS.2018.89.1 Policy Purpose

The purpose of this policy is to affirm the Blue Mountains Public Library’s (BMPL) commitment to intellectual freedom as a foundational principle of gallery, library, archive, and museum (GLAM) service, in accordance with applicable legislation, including the *Criminal Code of Canada* and the *Ontario Human Rights Code*.

SYS.2018.89.2 Intellectual Freedom

1. The Board adopts the Ontario Library Association’s (OLA) *Statement on Intellectual Freedom and the Intellectual Rights of the Individual* (January 30, 2020).
2. The Board and staff are committed to:
 - 2.1. Ensuring that all individuals have equitable access to expressions of knowledge, creativity, and intellectual activity, and the freedom to respectfully express their thoughts publicly;
 - 2.2. Providing access to a broad range of ideas and viewpoints, including those that may be considered unconventional, unpopular, or controversial;
 - 2.3. Making BMPL spaces, services, and resources available in an equitable and inclusive manner; and
 - 2.4. Resisting efforts to restrict intellectual freedom, while recognizing the right of individuals and groups to respectfully express concerns or criticism.
3. Intellectual Freedom does not protect actions, statements or activities which promote or incite discrimination, contempt, racism, or hatred of any group.

SYS.2018.89.3 Public Library Intellectual Freedom

Further to the OLA statement, the BMPL is a democratic institution, and no individual or group should be allowed to limit the community's freedom to read or participate in programs and services. The BMPL staff may limit content based on space, budget, quality, or authority but will always strive to hold a balanced collection and programs.

SYS.2018.89.4 Museum Intellectual Freedom

Museum collections and exhibitions flourish in a setting where intellectual freedoms are set as the cornerstone for decision making. Neither the Board nor any other body may direct or restrict the types of collections or how they are exhibited, providing said collections and their exhibition meet the mandate of the museum.

SYS.2018.89.5 Gallery Intellectual Freedom

Be it the Board, Arts Advisory Council, staff, or member of the public; our individual tastes in artistic expression are unique and varied. Throughout the Gallery exhibitions individual artists and their creative expressions shall not be limited or restricted due to bias or personal preferences. The Gallery at L.E. Shore

will provide the community with a rounded experience of artistic expression, with a focus on local artisans, regardless of medium or content.

SYS.2018.89.6 Challenges

A member of the public may challenge a book, program, or collection by completing a *Request to Remove* form.

1. The CEO will be responsible for reviewing the item(s) or program and the evidence provided in writing.
2. Only individuals who are community members and card holders (users) for more than 90 days prior to the challenge will be heard.
3. All challenges of collections and programs related to the BMPL are operational in nature, these fall under the purview of the CEO. Decisions are final and will not be heard as an appeal by the Board.
4. Any Challenges will be reported to the Centre for Free Expression for inclusion in the national Challenges database.

Appendix A

Ontario Library Association Statement on Intellectual Freedom and the Intellectual Rights of the Individual

Introduction

The Ontario Library Association and its divisions are committed to the fundamental rights of intellectual freedom, the freedom to read and freedom of the press, as embodied in the Canadian Charter of Rights and Freedoms.

Ontario Libraries have the important responsibility to facilitate expressions of knowledge, creativity, ideas, and opinion, even when viewed as unconventional or unpopular.

The Ontario Library Association declares its acceptance of the following principles for libraries:

1. Equitable access to library service to the public is based upon the right of the citizen, under the protection of the law, to judge individually on questions of politics, religion and morality.
2. Intellectual freedom requires freedom to critically examine and create other ideas, opinions, views, and philosophy of life, other than those currently approved by the local community or by society in general and including those ideas and interpretations which may be unconventional, uncommon, or unpopular.
3. The free traffic in ideas and opinions is essential to the health and growth of a free society and that the freedom to read, listen, view, and create is fundamental to such free traffic.
4. Library governance ensures that the principles of intellectual freedom and expression of thought are upheld.

Library Service, Collections and Resources:

4. It is the responsibility of libraries to maintain the right of intellectual freedom and to implement it consistently in the selection of books, periodicals, films, recordings, and other materials including the provision of access to electronic sources of information and access to the internet. Materials are not excluded from library collections based on race, place of birth, origin, ethnic origin, ethnicity, citizenship, age, creed, disability, family structure, sex, and sexual orientation.
5. It is part of the library's service to its public to resist any attempt by any individual or group within the community it serves to abrogate, censor, or curtail access to information, the freedom to read, view, listen or participate by demanding the removal of, or restrictions to library information sources in any format.

Library Programming, Events, and Space Bookings

6. It is the responsibility of libraries to maintain the right of intellectual freedom and expression by implementing it consistently when hosting programs and events within the public space of the library including rented public space by individuals and community organizations.
7. Libraries create welcoming community spaces where community members are free from discrimination and may engage in peaceful assembly. Libraries may cancel or deny permits to individuals or organizations when speech or displays are used in a way that is unlawful.

Applicable legislation:

[Canadian Charter of Rights and Freedoms](#): Section 2(b) of the Charter of Rights and Freedoms protects “freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication”.

[Criminal Code](#): Section 63 pertains to Unlawful Assemblies and Riots. Section 297 pertains to defamatory libel. Section 318 pertains to hate propaganda.

[Ontario Human Rights Code](#): Sub-section 13 pertains to infringing on freedom from discrimination.

Revision approved at the OLA AGM, January 30, 2020

Board Meeting

Report To: The Blue Mountains Public Library Board
Report Name: ADM.26.11 Q1 Report
Date: May 21, 2026
Prepared by: Jennifer Murley, CEO

A. Recommendations

THAT this Board receive the staff report ADM.26.11 entitled “Q1 Report” as information.

B. Background

Quarterly, the Board receives an operational report that assesses performance against strategic and annual priorities. The report includes statistical data, community impact highlights, and a themed spotlight summary.

At the Board’s request, the template has been updated from previous versions to separate Museum and Archive measures from Library and Gallery measures, and to include additional statistics related to the Cultural Map and the digitization of archival materials.

C. Attachments

Please see the Q1 report attached.

Respectfully Submitted,

Jennifer Murley, CEO
LibraryCEO@TheBlueMountains.ca
519-599-3681 extension 148

Quarterly Report

Q1 2026



Plan Overview

2022-2026 Strategic Plan

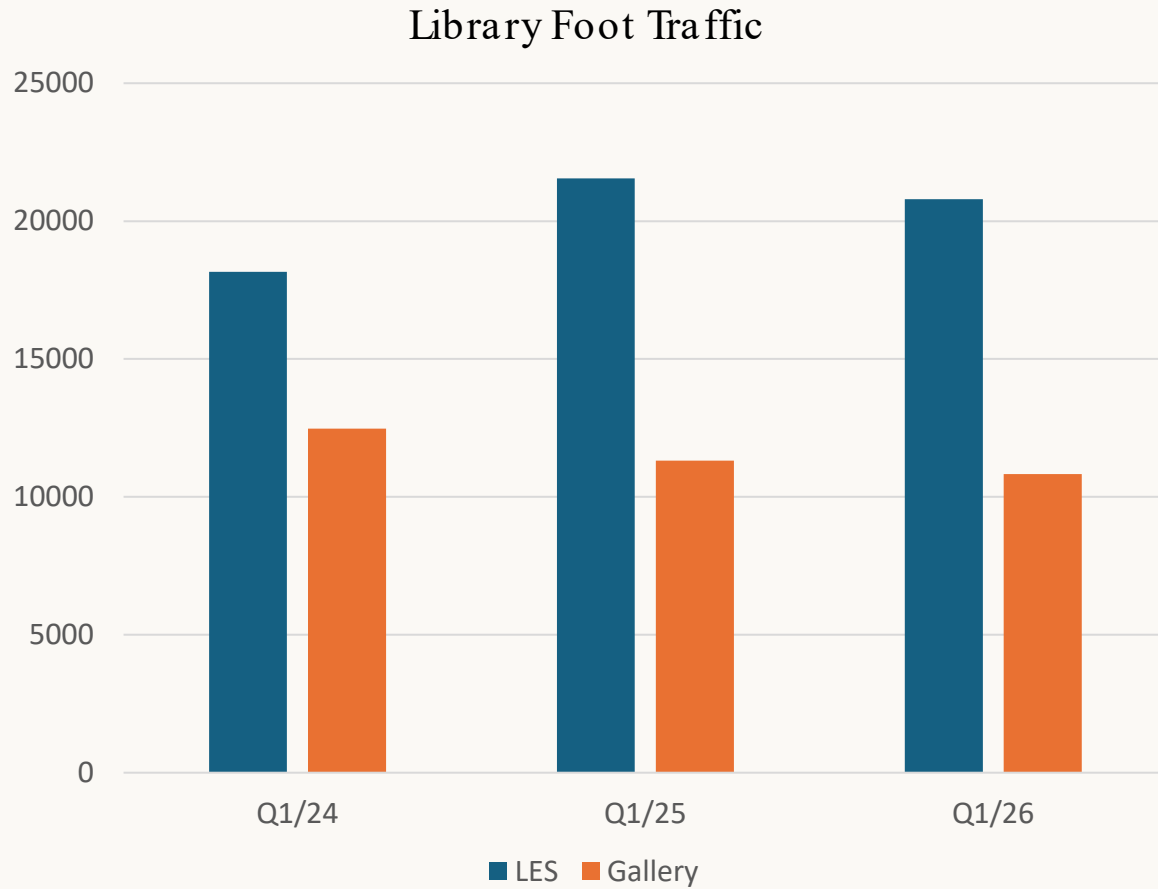
2026 Annual Plan

Strategic Pillar	Strategic Goals	Strategic Priorities	Strategic Pillar	2026 Goals	Key Results
COMMUNITY HUBS	Provide spaces to connect, explore, and create.	<ul style="list-style-type: none"> • Social connectedness & belonging • Multi-use spaces & outreach services • Technologically connected spaces 	COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs	<ul style="list-style-type: none"> • L.E. Shore Memorial Library & Gallery facility direction secured
EMPOWERING SERVICES	Deliver a service model that reaches those who live, work, and play in the TBM.	<ul style="list-style-type: none"> • Provide GLAM programs, services, & collections • Support 21st Century Literacy • Expand the Virtual branch 	EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community	<ul style="list-style-type: none"> • 10-Year Strategic Plan completed and adopted • Equitable access to welcoming community space preserved
ORGANIZATIONAL EXCELLENCE	Grow BMPL as a key partner and community resource	<ul style="list-style-type: none"> • Be an employer of choice • Expand financial opportunities • Be a steward of transparency and accountability, [environmental sustainability] • Be a key partner with the Municipality 	ORGANIZATIONAL EXCELLENCE	Enhance organizational resilience and governance continuity	<ul style="list-style-type: none"> • Election year readiness achieved • Long term financial governance framework established • Supported, engaged, and well-equipped workforce sustained

Reporting Routines

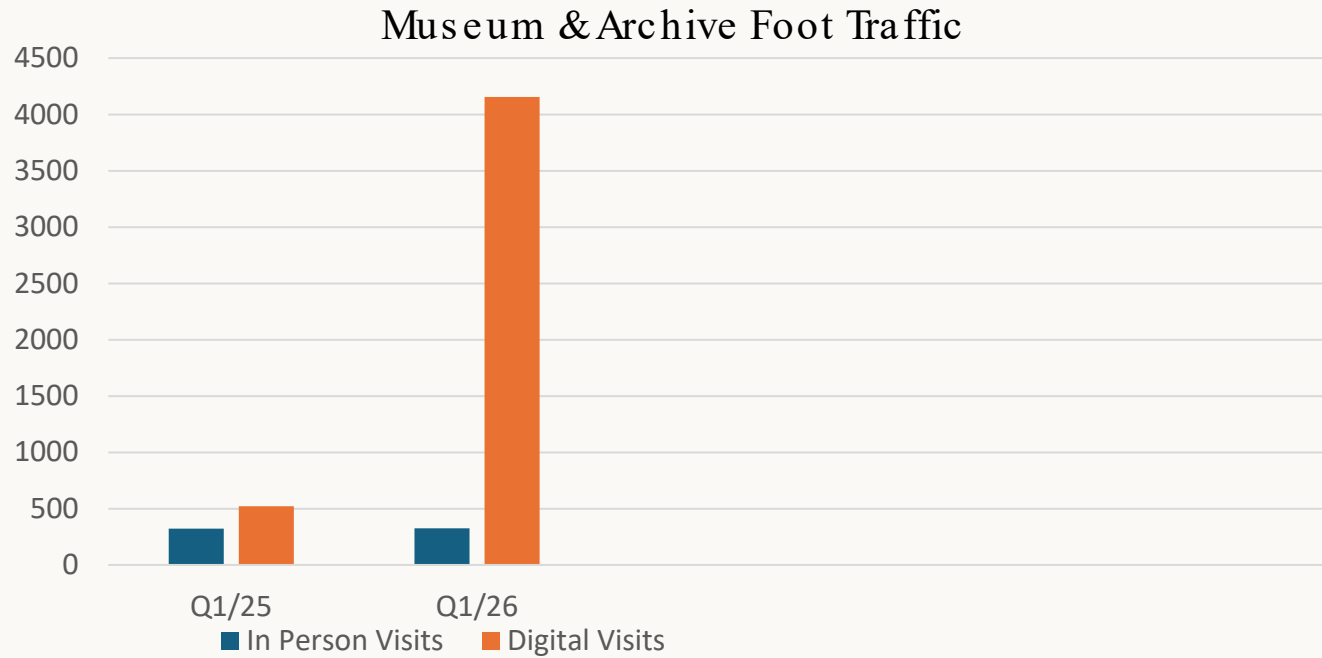
Strategic Priority & Goal	What we measure	How we measure it	Reporting Cadence
COMMUNITY HUBS	Visitors and Card holders Building Capacity & Condition	Traffic Counts # of Card Holders Space Utilization Existing Space vs. % Recommended by the ARUPLO	Quarterly/Annually Quarterly/Annually Quarterly/Annually 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



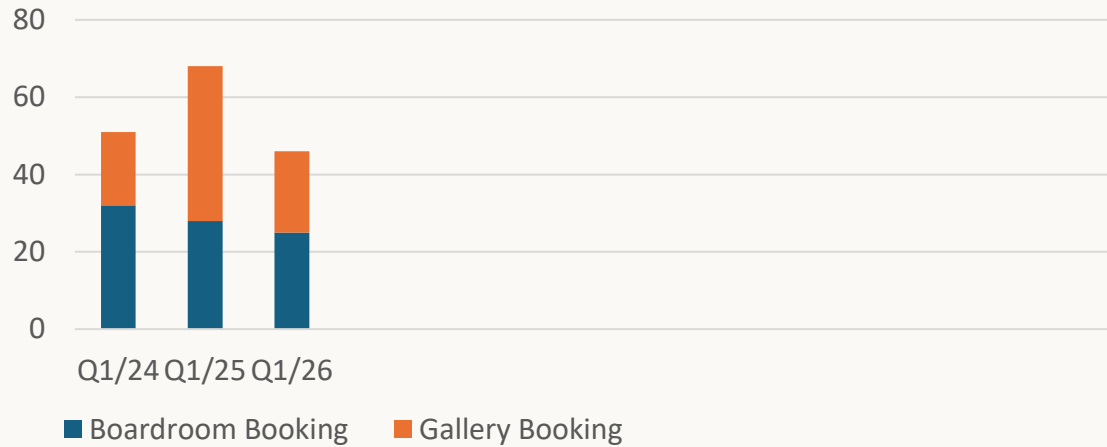
Card Holders	2025 Total	Q1 2026
Net Total	5085	5168
% of TBM Population (9390)	54.2%	55%
# of New Cardholders	515	103

Quarterly Performance Measures: Community Hubs

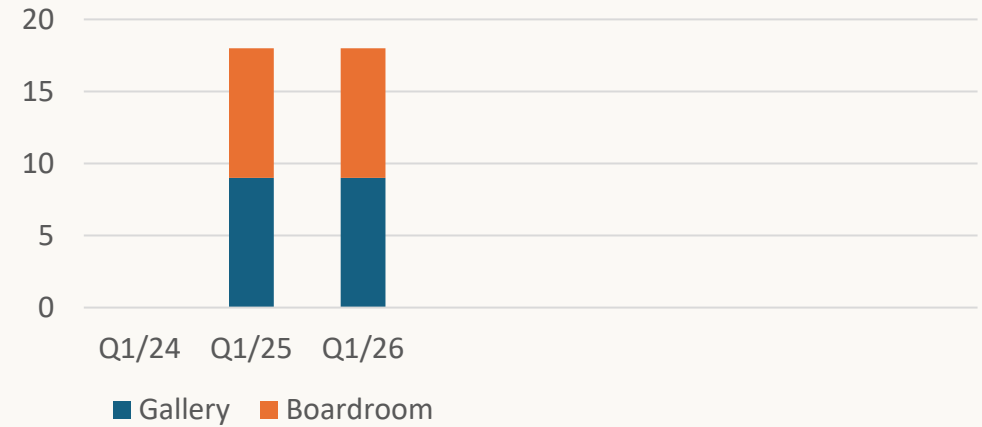


Quarterly Performance Measures: Community Hubs

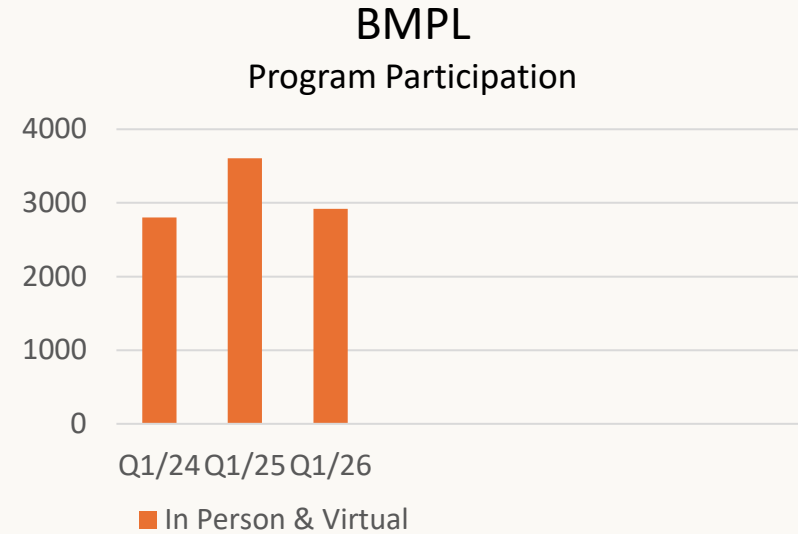
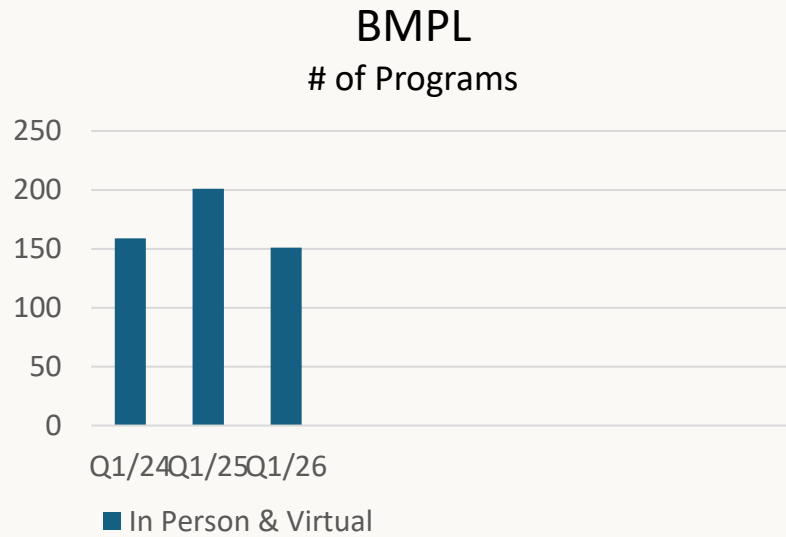
L.E. Shore
Room Bookings



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

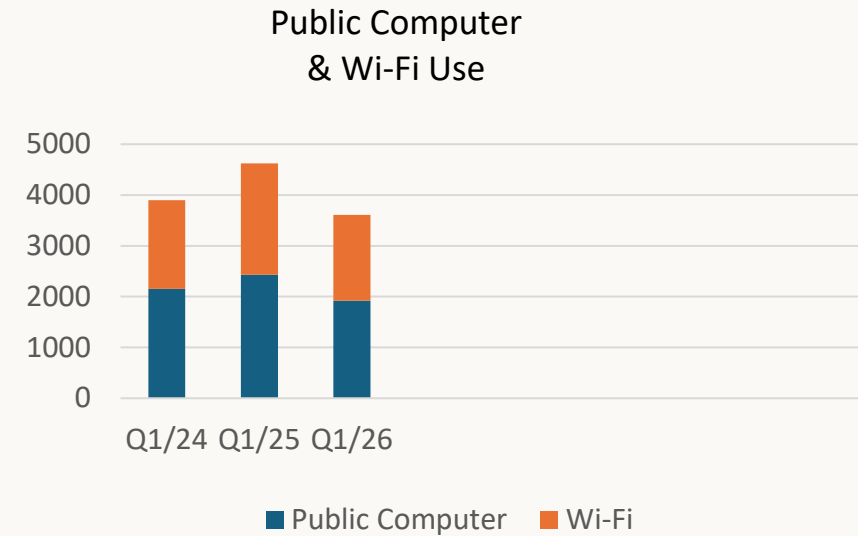
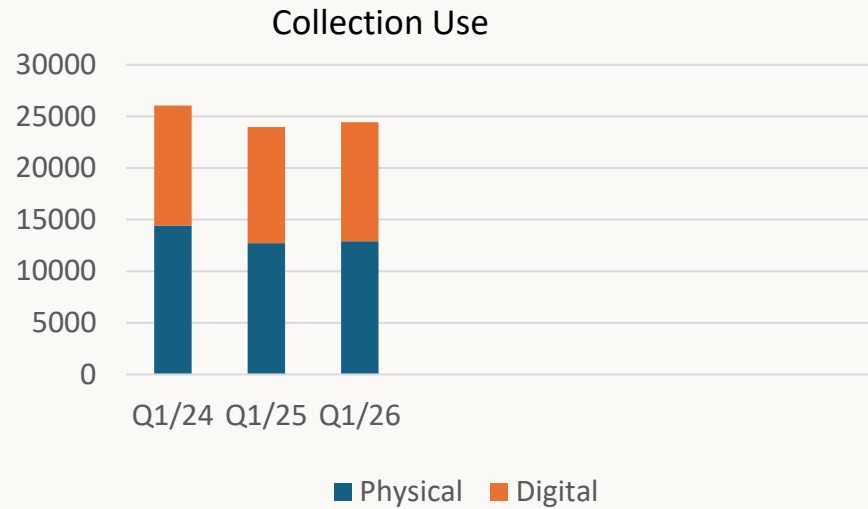


Quarterly Performance Measures: Empowering Services



Quarterly Performance Measures: Empowering Services

Service Usage



Cultural Map	2025 Total	Q1 2026
New Sites Added	38	14
Views	525	258

Archival Items Digitized	Q1 2026
# of items	104

Media Metrics

Visibility	2025 Total	Q1 2025	Q1 2026
Social Media Reach	30,330	5,767	50,780
# of Media Mentions/Articles	36	4	35

Quarterly Performance Measures: Organizational Excellence

Incident Reports (Health & Safety, Respectful Public Interactions)

2024 Total	2025 Total	Q1 2026
17	8	1

Key insights from Q1 2026

- ✓ No incidents regarding respectful public interactions
- ✓ No major injuries or time lost claims
- ✓ One minor allergic reaction; proper PPE was worn. Relevant precautions are in place.

2026 Action Plan: Quarterly Review

Pillar	Key Results
COMMUNITY HUBS	Ensure BMPL keeps pace with growth and community needs
	1. L.E. Shore Memorial Library & Gallery facility direction secured

Q1 Summary

In Q1, the Board completed the L.E. Shore Memorial Library & Gallery Space Utilization Study and began discussions with Council regarding a collaborative approach to future expansion planning. Staff continued to develop the supporting business case, which will be presented in Q2 for Council consideration. The Board also initiated the first draft of the 2026 Action Plan, incorporating expansion-related priorities, and approved the 2025 Annual Report, which highlighted growing use of the facility, ongoing space constraints, and the BMPL’s key priorities for the year ahead, including expansion.

2026 Action Plan: Quarterly Review

Pillar	Key Results
EMPOWERING SERVICES	Strengthen awareness and support of the BMPL's role in the community
	1. 10-Year Strategic Plan completed and adopted
	2. Equitable access to welcoming community space preserved

Q1 Summary

In February, the Board's Strategic Planning Steering Committee launched consultation for the new 10-Year Strategic Plan, beginning with a youth workshop at Georgian Bay Community School attended by 40 students. Additional engagement also took place with Grade 8 students during a local skate event to help ensure youth perspectives were reflected in the process. Surveys were launched for residents, users, non-users, community partners, staff, municipal staff, and Council to help identify service gaps, reduce barriers, and evaluate how welcoming and accessible BMPL spaces and services are perceived to be.

In March, the CEO led a community discussion at the Marsh Street Centre on censorship and book banning in Canada. The session explored the challenges facing public libraries, the importance of balanced collections and intellectual freedom, and the Library's role as a trusted space for respectful community dialogue.

2026 Action Plan: Quarterly Review

Pillar	Key Results
ORGANIZATIONAL EXCELLENCE	Enhance organizational resilience and governance continuity
	1. Election year readiness achieved
	2. Long term financial governance framework established
	3. Supported, engaged, and well-equipped workforce sustained

Q1 Summary:

Throughout Q1, the CEO worked with Town staff to initiate the 2025 Financial Audit process and secured funding for three temporary staff positions, including a 26-week Museum internship through Young Canada Works and two summer student positions through Canada Summer Jobs. Preliminary discussions also began regarding election-year readiness, Board recruitment, orientation, and succession planning to support a smooth transition following the 2026 municipal election. Staff professional development and recognition remained a priority, with staff attending the Ontario Library Association’s Super Conference, where the Museum Curator received the Archival and Preservation Award. In partnership with the Town, the Library also began contributing to the internal “Town Talk” newsletter to share updates and recognize staff accomplishments.

Spotlight on a Place for Everyone

Throughout the first quarter, the Blue Mountains Public Library continued to create welcoming spaces where residents of all ages and abilities could connect, learn, and participate in community life.

Programming for older adults remained a strong focus through partnership with Beaver Valley Outreach's *New Territory 4 Seniors* initiative, including a hearing loss seminar with Canadian Hearing Services that offered free hearing screenings. The Library also hosted full-house sessions on green burials and popular Lunch & Learns focused on taxes, benefits, and government supports.

Families and children benefited from ongoing EarlyON baby and toddler programming, story times with the Georgian Triangle Humane Society, and planning for a new Kids Podcasting Club with Lalincson Media.

Youth engagement remained a priority through Strategic Plan consultations, a keynote session at Georgian Bay Community School, Exam Destress programming, and a Grade 8 skating event with Georgian Bay Youth Roots. March Break programming included a "No-Bake Bake-Off" and an after-hours teen Escape Room.

Adult programming continued to foster community dialogue and lifelong learning through initiatives such as the *Lead Like Her* series, delivered in partnership with the Marsh Street Centre and Blue Mountains Chamber of Commerce.

Arts and culture programming included nearly 80 customized "Blind Date with a Book" bundles, a live performance of *Opening the Mystery*, and a night-sky exploration event with the Astro Geo Guy.

Community wellness and access to resources also remained central to service delivery through free legal clinics with Grey Bruce Community Legal Services, the ongoing Death Café series, and the launch of the 2026 Master Gardeners series.



Patron Feedback, Stories, and Digital Engagement



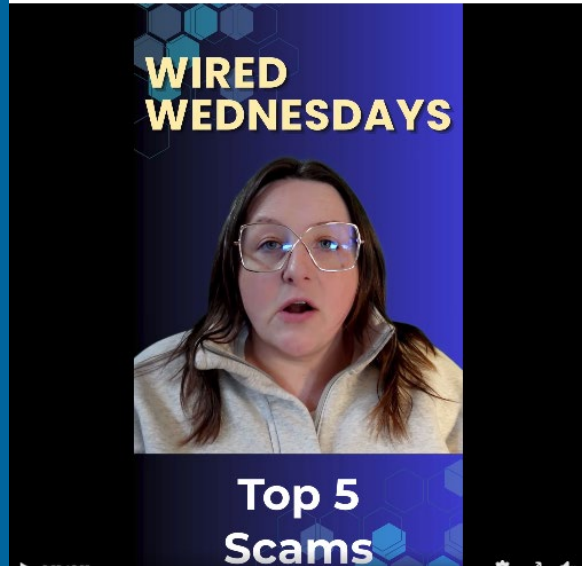
17 likes, 2 comments, 2 shares

Maureen Munden
Such a great show. Go see it!
12w Like Reply 1

cuppajo2 Thank you to the Arts & Culture team for your consistent creation of great shows

4x5design So much work! Thank you Arts & Council-looks awesome

The Blue Mountains Public Library
February 11 · 🌐
🔴 Watch and share: Top 5 scams targeting Canadians right now
Ashley covers voice cloning scams, fake company messages, investment traps, CRA scams, and online marketplace fraud, plus the Mark Carney deepfake scam.
Remember: Scammers rush you. It's ALWAYS okay to hang up, take your time, and verify.
Please share with family, especially seniors. ❤️
Report scams: 1-888-495-8501 See less



Wanda Haayen
This is an important video, Ashley. I thought I was pretty savvy, but I was almost taken in by a call from my 'bank'. They seemed to have all the information, and sounded official. Banks will never call to deal with important issues.
12w Like Reply 2



June Porter
Congratulations, Alessia!!! This honour is so incredibly well-deserved—no one could be more deserving. Huge congratulations on this amazing recognition! 🎉👏
14w Like Reply 3

Michael Osmann
Congratulations, Alessia!
14w Like Reply 2


Robert Johnston
Congrats from the Historical Society
14w Like Reply 2

Mike Coleman
Congratulations
14w Like Reply 2

Irene Pradyszczuk
This is such exciting news! Congratulations Alessia! 🎉👏👏



Patron Feedback, Stories, and Digital Engagement



bmplibrary and 2 others
Mix: Carlos Campos • Param-Pam-Pam

bmplibrary I sat down with Maggie and Dave of [@davedickrealestate](#) to chat all things Cover to Cover 📖 The Cover to Cover Reading Program runs all school year so make sure you stop in at L.E. Shore to get your bookmark and start reading!

After 10 books (and yes graphic novels and audio books count) you get a treat from [@pompomtreathut](#) or [@thornburybakerycafe](#) 🍪🍪

8w

_tayyb Awesome initiative 📖💕📖

8w 1 like Reply

leah_ambler_ Love this!

8w 1 like Reply

67scorpio Well done you two! Love this ❤️

8w 1 like Reply

kylleekeenan We love this. My daughters get so excited about it. Thank you ❤️

8w 1 like Reply

landrethrealestate Love this!

8w 1 like Reply

skatergirlcp ❤️

8w 1 like Reply



cytricate This is so rad. You're Inspiring Mary ❤️

9w 1 like Reply







backtotheyarn I know her! She's so inspiring! Love you Mary ❤️ [@mary.hindle](#)

mickmyrah What a great program! 🍌🍌🍌

15w 2 likes Reply



Patron Feedback, Stories, and Digital Engagement



-  **bmplibrary** Say it. Out Loud. No-Bake Bake-Off
March Break is coming, and it's going to be all sparkles ✨ We have some fun programming coming up and we know you won't want to miss it 🍰
Learn more through the link in our BIO
11w
-  **buildsbythebay** Twilight could never 🌈 you guys are awesome!
10w 1 like Reply
— View replies (1)
-  **urban_inuit_identity_project** 🇨🇦 That was very eye catching to watch.
11w 2 likes Reply
— View replies (1)
-  **marylee.ml** This is so cute and creative... ✨
11w 1 like Reply
-  **barbarapearnartist** You guys are so fun!
11w 1 like Reply
-  **experiencethornbury** 🍷🍷
11w 1 like Reply



 **bmplibrary** It's Ontario Heritage Week, and I want to share a project that's near and dear to our shared story. BMPL joined forces with @townofbluents and the @bluemountainshistoricalsociety to produce these amazing plaques that celebrate heritage in all its forms across The Blue Mountains. From stories about local buildings, to the natural landscape, historical figures and even local critters!
Get outside, read a panel and enjoy all this town continues to offer 🍷
*I am sorry I say Canadian 🇨🇦
#ontarioheritageweek

-  **buildsbythebay** Love learning from these plaques 🍷
11w 1 like Reply
— View replies (1)
-  **thebivalve** 🍷🍷🍷🍷
11w 1 like Reply

Board Meeting

Report To: The Blue Mountains Public Library Board
Report Name: ADM.26.12 Library Board Recruitment Plan
Date: May 21, 2026
Prepared by: Jennifer Murley, CEO

A. Recommendations

THAT the Blue Mountains Public Library Board receives the “Library Board Recruitment Plan”; and

THAT the Blue Mountains Public Library Board approves the Desired Skills Matrix as referenced in the within staff report, and as presented; and

THAT the Blue Mountains Public Library Board directs the Library CEO to forward the Library Board Recruitment Plan to the Town Clerk for consideration.

B. Background

The Blue Mountains Public Library Board historically collaborates with the Library CEO and the Town Clerk to establish a process to support Council in appointing Library Board members. This approach ensures that Council is equipped with the information and tools needed to make informed and transparent appointment decisions.

The 2026 Board Action Plan identifies the development and implementation of a governance succession plan as a key priority. This reflects the importance of supporting knowledge transfer to an incoming Board while also coordinating with municipal partners during the election transition period to ensure continuity and stability. The proposed approach builds on established practice and will be shared with the Town Clerk for review and alignment with the Town’s broader appointments process.

C. Legislative & Local Context

The municipal election will take place on Monday, October 26, 2026, with the inaugural meeting of the new Council scheduled for November 16, 2026.

Under the Public Libraries Act, Council is responsible for appointing members to the Library Board. These appointments typically occur shortly after the election as part of the broader process for filling positions on Local Boards and Committees, and no later than 60 days after the inaugural meeting of Council as required under the *Public Libraries Act*. The composition of the Blue Mountains Public Library Board is governed by Board Policy POL-BLG.2018.03 – Board Members, Numbers, and Term, with the term of the Board being concurrent with the

Term of Council, or until a successor is appointed. As a result, it is important that recruitment materials and processes are prepared in advance, ensuring the BMPL is ready to launch recruitment immediately following the election.

D. Recommended Recruitment Timeline

To align with municipal timelines and support a smooth transition, the following recruitment timeline is recommended:

Phase	Timeline	Key Activities	Person Responsible
Pre-Election Prep	May-September 2026	Finalize skills matrix, update recruitment materials, including the Library Board Candidate Information webpage; establish Selection Committee	Library Board approves matrix; Library CEO coordinates with Town Clerk
Recruitment Launch	Late October- Early November 2026	Launch public call for applications immediately following election; align with Town-wide Boards & Committees recruitment	Library CEO in collaboration with Town Clerk
Application Period	Early November 2026	Accept applications; promote through websites, social media, media, and targeted outreach	Town Clerk accepts applications; Library CEO works with Library & Town staff re: promotion
Screening & Interviews	Mid-Late November 2026	Selection Committee reviews applications, conducts interviews (if required), and develops shortlists. Selection Committee provides recommendations to Town Clerk for Council consideration in Closed Session. Selected applicants will be asked to complete reference checks in advance of being appointed in an open session of Council	Library CEO in collaboration with Town Clerk forms Selection Committee; Committee develops shortlist
Council Appointment	Mid-Late December 2026	Council appoints Board members by resolution	Council

		as part of broader municipal appointments	
Onboarding & Orientation	January-February 2027	Conduct Board orientation, governance training, and onboarding; first Board meetings begin	Library CEO in collaboration with the Town Clerk and CAO

C. Selection Committee Recommendations

It is recommended that a Selection Committee be created to support the review and evaluation of applications. The Committee should include individuals with governance experience related to galleries, libraries, archives, and museums (GLAM), as well as familiarity with relevant legislation such as the *Public Libraries Act* and the *Municipal Act*.

Membership may include:

- One member of the outgoing Library Board who is not seeking reappointment
- The Library CEO
- The Museum Curator
- The Town Clerk or designate

This composition supports a balanced and informed evaluation process grounded in governance, sector knowledge, and municipal alignment.

D. Desired Skills Matrix

Skill Category	Specific Skills/Experience	Relevance to BMPL
Governance	Policy development, strategic planning, board experience	Ensures effective oversight and alignment with legislative and strategic requirements
Project Management	Planning and delivering multi-phase projects, risk management	Supports major initiatives such as facility expansion and strategic plan implementation
Human Resources	Organizational culture, leadership, labour relations, performance management	Strengthens governance oversight of staffing and organizational resilience
GLAM Expertise	Arts, culture, heritage, partnerships, public engagement	Enhances the BMPL's role as a community hub and cultural leader; understands the value of arts and cultural services
Policy Writing	Municipal policy, governance frameworks, compliance	Supports development and review of Board policies and bylaws

Financial Planning	Budgeting, municipal finance, reserves, financial oversight	Strengthens fiscal accountability and long-term sustainability
Capital Fundraising & Development	Fundraising campaigns; experience working with registered charities and not-for-profits	Supports future capital projects and funding diversification
Construction & Infrastructure	Facilities planning, capital builds, asset management	Provides expertise for expansion, renovation, and infrastructure decisions
Inclusivity, Diversity, Equity, and Access (IDEA)	Inclusive practices, accessibility, community representation, intellectual freedom	Aligns with core values of public libraries, in addition to IDEA priorities and inclusive service delivery
Local Knowledge & Community Insight	Demonstrated understanding of the community	Ensures decisions reflect local needs and priorities

In addition to the outlined skills, the following are highly desirable:

- A strong belief in the unique and vital role of galleries, libraries, archives, and museums;
- Sufficient time and energy to fulfill the responsibilities of the role;
- An ability to engage in thoughtful discussion and contribute to positive outcomes;
- A network of contacts across business, education, public, or not-for-profit sectors; and
- A track record of successful advocacy for funding and political support.

E. Further Recommendations for Consideration

As part of the recruitment and selection process, it is recommended that Council or the Selection Committee consider both current gaps and future priorities.

Ongoing Board priorities include:

- Expansion and renovation of the L.E. Shore Memorial Library
- Establishment of a community hub in the east end
- Addressing capital needs at the Craighleith Heritage Depot, including HVAC, archive storage, staff ergonomics, and accessibility
- Opportunities to strengthen gender and cultural diversity on the Board
- Implementation of the new 10-year strategic plan
- Further integration and visibility of Gallery, Museum, and Archive services
- Continued collaboration with municipal partners

Aligning recruitment with these priorities will help ensure the incoming Board is well positioned to provide effective governance and strategic leadership.

F. Next Steps

If the proposed approach is supported by the Board, staff will proceed with pre-election preparations, including finalizing recruitment materials, working with the Clerk to establish the Selection Committee, and preparing communications to support the launch of Board recruitment immediately following the municipal election. Following the Board's recommendation, the Town Clerk will also bring a report to Council regarding the Library Board appointment process.

Respectfully Submitted,

Jennifer Murley, CEO

LibraryCEO@TheBlueMountains.ca

519-599-3681 extension 148

Board Meeting

Report To: BMPL Strategic Planning Steering Committee
Report Name: GOV.26.03 Strategic Planning Steering Committee Report-May
Date: May 21, 2026
Prepared by: Jennifer Murley, CEO

A. Recommendations

THAT the BMPL Board receive the Strategic Planning Steering Committee’s report GOV.26.03, titled “Strategic Planning Steering Committee Report-May” as information.

B. Executive Summary

Consultation for the Blue Mountains Public Library’s 2027–2037 Strategic Plan has engaged over 250 stakeholders across youth, residents, community partners, staff, and municipal leadership through a combination of surveys, workshops, and targeted outreach. Consultation is now nearing completion, with two remaining components: the Agricultural Community Survey and an in-person workshop with staff, the Board, and the Arts & Culture Council (ACC) scheduled for June.

Across all engagement groups, there is a clear and consistent message: the BMPL is highly valued as a trusted, inclusive, and essential community hub, but its ability to meet current and future needs is increasingly constrained by physical space, infrastructure, and capacity limitations.

While feedback varies by group, several key themes are strongly aligned:

- **Space is the primary constraint**
Every group identified limitations in meeting rooms, programming areas, study space, and staff workspaces. These are not minor issues—they are actively limiting service delivery, partnerships, and growth.
- **BMPL is seen as a “third place” and community anchor**
The Gallery, Library, Archive, and Museum (GLAM) are consistently viewed as safe, welcoming, non-commercial spaces that support connection, learning, and wellbeing.
- **Demand for modern, flexible, and technology-enabled services is growing**
There is strong interest in expanded digital access, makerspaces, creative technologies, and flexible environments that support both collaboration and quiet use.
- **Access barriers remain a challenge**
Hours of operation, transportation, awareness of services, and facility limitations continue to impact equitable access, particularly for rural and underserved populations.

- **Expectations are evolving**
Stakeholders increasingly see the BMPL as a strategic partner and leader in addressing broader community challenges, including aging demographics, housing pressures, climate change, and the impacts of technology and misinformation.
- **Inclusivity, Diversity, Equity, Access (IDEA), and Truth & Reconciliation must be embedded**
There is clear support for inclusive, accessible services and a strong expectation that Indigenous perspectives and partnerships be meaningfully integrated into programming and planning. This is not simply a core value, and non-negotiable of GLAM services, but also a community-wide value and understanding of the role of the BMPL.

Overall, the consultation confirms that BMPL is well-positioned and widely supported, but at a critical point in its growth. The next phase of this work will focus on validating and translating these findings into a clear strategic direction. The Committee will provide an update at the July 16 Board meeting, outlining the final context, core themes, and an initial Strategic Plan framework for review, with the first draft of the updated Strategic Plan and 2027 Action Plan to be presented at the September 17 Board meeting.

C. Background

In February 2026, the Strategic Planning Steering Committee launched consultation to inform the development of the Board's new 10-Year Strategic Plan (2027–2037).

The consultation approach was designed to:

- Capture input from a broad range of stakeholders; emphasizing non-users
- Identify access barriers and emerging needs
- Strengthen alignment with municipal priorities
- Ensure ongoing integration of Equity, Diversity, Inclusion, and Access (IDEA) and Truth & Reconciliation (TRC)

This work was built on:

- Learning from previous consultations, reports, and strategic planning cycles
- The updated Environmental Scan and Community Profile
- Ongoing operational insights and sector trends

The goal is to ensure the next Strategic Plan reflects both enduring community values and evolving service expectations.

D. Consultation Activities and Status

The consultation process followed a layered and inclusive approach, combining broad-based surveys with targeted engagement.

Summary of Activities

Activity	Audience	Purpose	Status
Youth Engagement Workshop	Students (GBCS + Grade 8)	Understand youth needs, space, programming, access	Complete (40+ participants)
Community Survey	Residents, non-users, seasonal users	Identify priorities, barriers, future needs	Complete (~150 responses)
Community Partner Survey	Organizations	Understand partnership needs and capacity	Complete (12 organizations)
Staff Survey	GLAM Staff	Operational insights, internal barriers, future vision	Complete (14 responses)
Municipal Survey	Town Staff & Council	Alignment with municipal priorities	Complete (29 responses)
ACC Focus Group	Arts & Culture Council	Gallery + arts ecosystem insights	Complete
Agricultural Survey	Agricultural community	Place-based insights	Pending (2 responses so far)
ACC, Board, Staff Workshop (In-Person)	GLAM Staff	Validate findings and strategic directions	Planned; Wednesday, June 24 from 9am-3pm

On behalf of the Board, across all activities, the Committee has engaged over 250 stakeholders, representing a broad cross-section of user groups, community partners, and municipal leadership. The process incorporated both quantitative and qualitative feedback, providing a well-rounded understanding of community needs, experiences, and priorities.

E. Key Learning by Engagement Group

Youth Engagement In-Person Workshop

Facilitated by: Library staff

Audience: Teens (Georgian Bay Community School)

Date: February 26, 2026

Attendance Insights: 40 students; grades 11 and 12

	Key Insights
How they Experience GLAM Spaces	Students consistently described the library as a place where they want to spend time with friends, not just study. Comments frequently referenced: <ul style="list-style-type: none"> Clubs and social events

	<ul style="list-style-type: none"> • Game nights • Movie nights • Group activities <p>Many comments focused on physical comfort and atmosphere.</p> <p>Students requested:</p> <ul style="list-style-type: none"> • Comfy couches and bean bags • Cozy corners • Softer or ambient lighting • Lamps instead of bright overhead lights • More welcoming décor <p>Students described some existing spaces as feeling “outdated,” “plain,” or “too bright.”</p>
<p>Key Barriers to visit or online use</p>	<p>Students identified practical needs related to schoolwork.</p> <p>Common requests included:</p> <ul style="list-style-type: none"> • More study tables • Quiet study rooms • Small focus rooms • Spaces for both quiet work and collaboration <p>Several comments referred to restrictions such as age limits on study rooms, suggesting that current policies may create barriers for some students.</p> <p>Some feedback referenced perceptions of the library as overly restrictive. Comments included concerns about:</p> <ul style="list-style-type: none"> • Being “shushed” • Strict rules about talking • Staff perceived as unfriendly or stressful • Spaces that feel overly quiet
<p>Priorities for services & resources</p>	<p>Youth expressed interest in programs that support learning and personal development.</p> <p>Examples included:</p> <ul style="list-style-type: none"> • Art classes • Cooking classes • Financial literacy • Tutoring support • Music and dance programs • Film studies <p>We learned that youth are interested in spaces that allow them to create, whether through video, music, digital media, or maker technologies.</p> <p>Many responses referred to food, snacks, or beverages.</p> <p>Examples included:</p> <ul style="list-style-type: none"> • Cafés • Vending machines • Snack shelves • Free food events

	<ul style="list-style-type: none"> Hot chocolate or bagels
Perception of BMPL as 'third place'/ trusted information source	Students see the library as a safe and inclusive place to gather with friends, not only as a place for studying.
Insights on EDI and Indigenous perspectives	There were no specific comments during the workshop related to EDI or Truth and Reconciliation.
Future needs/career-related perspectives	Financial literacy and the evolution of AI in everyday life were common themes.

Community-Wide Survey (Online & Print Copies)

Audience: Residents, seasonal residents, non-users, and key partner organizations contacted directly

Timing: March 2-April 3, 2026

of Respondents: 150

	Key Insights
How they Experience GLAM Spaces	<ul style="list-style-type: none"> Community feedback indicates that most respondents experience BMPL as welcoming, safe, and supportive, with strong appreciation for staff, programs, and overall atmosphere. Many users report frequent use and high satisfaction, particularly with programming, collections, and customer service. High satisfaction with current services, paired with growing pressure on space, access, and capacity to meet future community needs. A small but notable number of respondents who reported negative experiences or disengagement, suggesting that while the majority experience is positive, it is not universal and may vary depending on individual needs or awareness
Key Barriers to visit or online use	<ul style="list-style-type: none"> Several consistent barriers emerged across responses: Limited hours, particularly lack of Sunday access Transportation challenges, especially for rural residents Space constraints, including lack of program space, study space, and seating Facility limitations, including washroom access and overall building functionality Awareness gaps, with some respondents indicating they are not fully aware of available services These barriers point to both physical infrastructure limitations and accessibility challenges (geographic, informational, and operational).
Priorities for services & resources	There is strong alignment around the future role of BMPL, with respondents identifying the following as top priorities over the next 10 years:

	<ul style="list-style-type: none"> • Youth and family programming, including mental health and social connection supports • Support for seniors, particularly addressing isolation • Accessible and safe public spaces • Education and lifelong learning • Digital literacy, AI awareness, and access to technology • Community connection and civic dialogue • Mental health and wellbeing spaces • Importance of quiet study/work space, local history and cultural preservation, and intergenerational programming opportunities.
Perception of BMPL as 'third place'/ trusted information source	<ul style="list-style-type: none"> • BMPL is consistently described as a trusted, neutral, and essential community space. Respondents see the Library as: • A community hub for connection, learning, and gathering • A safe, non-commercial "third place", particularly important for youth and those seeking alternatives to paid or alcohol-based spaces • A reliable source of information and resources
Insights on EDI and Indigenous perspectives	<ul style="list-style-type: none"> • Respondents broadly support advancing equity, diversity, and inclusion, and see BMPL as an important platform for this work. • Strong support for Indigenous-led programming and partnerships • Recognition that Indigenous voices must lead this work, with the Library playing a supporting role • Interest in education, dialogue, and visibility of Indigenous culture and history • Emphasis on maintaining inclusive, welcoming spaces for all backgrounds, identities, and abilities <p>There is also an implicit understanding that this work must be ongoing and embedded, rather than one-time or symbolic.</p>
Future needs/career-related perspectives	<p>There is a strong expectation that BMPL will continue to play, and expand, its role as a trusted community hub in the future</p>

Community Partner - Online Survey

Audience: Groups who partner with the BMPL

Timing: March 6-April 30, 2026

of Respondents: 12 groups/partners (*request was one response per organization)

	Key Insights
How they Experience GLAM Spaces	<ul style="list-style-type: none"> • Highly positive, collaborative, and welcoming experiences across all partners • Spaces are seen as professional, flexible, and supportive for programming and events • BMPL is viewed as a hub for creativity, learning, and community connection

	Strong appreciation for staff support, responsiveness, and willingness to co-create
Key Barriers to visit or online use -for them, for their audiences	<ul style="list-style-type: none"> • Limited space and availability (high demand for Gallery and meeting rooms) • Lack of dedicated/closed program spaces (especially for youth and children) • Aging infrastructure and equipment (tables, chairs, storage constraints) • Lower awareness of some services (e.g., databases, archives, online museum content)
Priorities for services & resources	<ul style="list-style-type: none"> • Accessible and affordable community space (ranked highest priority) • Co-developing programs and events with partners
Insights on EDI and Indigenous perspectives	<ul style="list-style-type: none"> • Strong perception of BMPL as inclusive, welcoming, and accessible • Partners value BMPL as a safe space for diverse and vulnerable populations • Opportunities to deepen: <ul style="list-style-type: none"> • Accessibility-informed programming and partnerships • Inclusion of diverse voices (youth, seniors, equity-deserving groups) • Limited explicit mention of Indigenous perspectives → opportunity for stronger visibility and integration
Perception of BMPL as trusted information source	<ul style="list-style-type: none"> • Viewed as a highly trusted, credible, and community-centered institution • Seen as: <ul style="list-style-type: none"> • A leader in collaboration and innovation • A connector across organizations and services • A safe, neutral space for learning and dialogue • Strong trust in staff expertise and organizational leadership
Future Needs	<ul style="list-style-type: none"> • Expansion of physical space (urgent and recurring theme) • Dedicated youth spaces and family-friendly programming areas • Technology access (media labs, AI/digital learning, makerspaces) • More meeting rooms and flexible programming spaces • Continued marketing and partnership support

Town Staff and Council Engagement - Online Survey

Audience: Town senior staff and members of Council

Timing: March 5-March 20

Respondents: 29 (26 municipal staff; 3 members of Council)

	Key Insights
Perceived role of GLAM Spaces	<ul style="list-style-type: none"> • Strong alignment with community hub, cultural anchor, and civic connector roles • Seen as supporting: <ul style="list-style-type: none"> -Community engagement and belonging -Lifelong learning and access to information -Arts, culture, and heritage preservation • Increasing expectations that GLAM acts as a strategic partner to the Town, not just a service provider
Key Barriers to visit or online use	<ul style="list-style-type: none"> • Awareness gaps around full scope of services (similar to partners) • Physical space limitations impacting programming and collaboration potential • Competing municipal priorities → GLAM not always fully integrated into workflows • Some lack clarity on how/when to engage BMPL as a partner
Priorities for services & resources	<ul style="list-style-type: none"> • High priority areas include: <ul style="list-style-type: none"> -Community programming and engagement -Access to information and lifelong learning -Support for arts, culture, and heritage • Growing emphasis on: <ul style="list-style-type: none"> -Digital access, technology, and innovation -Supporting municipal strategic priorities (alignment with Corporate Plan) • Expectation that BMPL helps advance: <ul style="list-style-type: none"> -Community wellbeing -Economic and tourism development -Environmental awareness and sustainability
Perception of BMPL as 'third place'/ trusted information source	<ul style="list-style-type: none"> • Strongly viewed as a trusted, neutral, and accessible public space. • Recognized as: <ul style="list-style-type: none"> -A safe and inclusive environment -A reliable source of information and programming <p>*Reinforces BMPL's role as a "third place" beyond home and work</p>
Insights on EDI and Indigenous perspectives	<ul style="list-style-type: none"> • General recognition of BMPL as inclusive and accessible • Alignment with Town priorities around: <ul style="list-style-type: none"> -Equity and inclusion -Community wellbeing • Opportunity to strengthen: <ul style="list-style-type: none"> -Indigenous representation, programming, and partnerships

	-Internal alignment with Town-wide EDI initiatives
Future needs	<ul style="list-style-type: none"> • Clear and consistent theme: need for growth and expansion • More physical space to meet community demand • Enhanced programming capacity and flexibility • Increased role in: <ul style="list-style-type: none"> • Technology access and digital literacy • Youth engagement and future workforce development • Strong interest in: <ul style="list-style-type: none"> -Deeper collaboration between Town departments and BMPL -Better integration into municipal planning and service delivery \ • Positioning BMPL as a key partner in addressing major community challenges: <ul style="list-style-type: none"> -Housing pressures -Aging population -Climate change -Tourism growth

Staff Engagement - Online Survey

Facilitated by: BMPL internally or third party recommended

Audience: Library, Gallery, Museum, and Archive staff

Timing: March 9-March 23

Respondents: 14

	Key Insights
How they Experience GLAM Spaces	<ul style="list-style-type: none"> • Staff strongly believe in the community hub model and value the integrated GLAM approach • Staff take pride in being: <ul style="list-style-type: none"> - Inclusive, welcoming, and community-centered -A space for learning, creativity, and connection However, internally: <ul style="list-style-type: none"> -GLAM integration feels uneven and siloed at times -Some tension around language/identity (e.g., “GLAM” not resonating clearly)
Key Barriers to performing duties	<ul style="list-style-type: none"> • Overwhelming top barrier: lack of space • Not enough public seating, quiet space, programming space, or staff workspace • Staff workspace limitations: <ul style="list-style-type: none"> • No private areas, cramped desks, lack of functional work zones • Technology limitations: <ul style="list-style-type: none"> • Outdated systems, slow internet, limited tools • Perception barriers: <ul style="list-style-type: none"> • Some community members feel the space is “not for them” (e.g., too formal, not inclusive, Thornbury-centric)

<p>Priorities for ability to provide services & resources 10-year POV</p>	<ul style="list-style-type: none"> • Top priority (by far): expanding physical space. This was repeated across nearly every response. • Additional priorities: <ul style="list-style-type: none"> -Digital literacy and emerging tech (AI, misinformation) -Youth spaces and programming -Flexible, multi-use community spaces (co-working, study, programming) -Stronger community partnerships and outreach -Balanced development across gallery, library, archive, and museum services
<p>Perception of BMPL as 'third place' and trusted information source</p>	<p>Staff clearly see BMPL as:</p> <ul style="list-style-type: none"> • A trusted, credible, and essential public institution • A defender of Intellectual freedom, access to reliable information, and democratic engagement
<p>Insights on EDI and Indigenous perspectives</p>	<ul style="list-style-type: none"> • Strong support for: <ul style="list-style-type: none"> -Equity, accessibility, and inclusion as core values -BMPL as a safe, welcoming space for all • Truth & Reconciliation: <ul style="list-style-type: none"> -Widely seen as a core, long-term responsibility. Emphasis should be on: Indigenous-led programming, authentic partnerships, and moving beyond symbolic actions to embedded practice • Identified gaps: <ul style="list-style-type: none"> -Need for more diverse representation (age, geography, socioeconomic inclusion) -Address perceptions of exclusivity and belonging

Arts & Culture Council (ACC) - In-Person Focus Group

Facilitated by: Library CEO, Strategic Planning Steering Committee

Audience: Arts & Culture Council

Date: Tuesday, April 14, 2026

Attendance Insights: 4 participants in person; 2 written comments submitted. * This was the first time a meeting took place between the current Board and ACC, which was a major milestone and notable exercise for the development of the Plan.

	Key Insights
<p>How they Experience GLAM Spaces</p>	<ul style="list-style-type: none"> • Strong pride in the Gallery as an inclusive, community-driven arts space • Viewed as welcoming, accessible, and non-commercial, supporting artists at all levels • Appreciation for the Gallery’s evolving role beyond traditional art forms

<p>Key Barriers to visit or online use</p>	<ul style="list-style-type: none"> • Limited and inflexible space for both exhibitions and programming • Lack of clear signage and visibility (many unaware of the Gallery within the Library) • Aging infrastructure (lighting, maintenance) • Tension between programming use vs. maintaining exhibition access
<p>Priorities for services & resources</p>	<ul style="list-style-type: none"> • Expanded and more flexible creative/programming space • Dedicated areas for interactive, workshop, or “messy” art • Increased opportunities for community engagement and participation • Maintaining the Gallery’s identity within the broader GLAM model
<p>Perception of BMPL as ‘third place’/ trusted information source</p>	<ul style="list-style-type: none"> • Seen as a safe, accessible cultural hub that supports creativity and community connection • Recognized as a trusted and welcoming space for artistic expression and engagement
<p>Insights on EDI and Indigenous perspectives</p>	<ul style="list-style-type: none"> • Strong alignment with inclusive and accessible arts programming • Opportunity to: <ul style="list-style-type: none"> -Expand diverse representation in exhibitions and programming -Strengthen inclusion of Indigenous perspectives and partnerships
<p>Future needs/career-related perspectives</p>	<ul style="list-style-type: none"> • Growth through: <ul style="list-style-type: none"> -Expanded space and improved infrastructure -Better visibility and awareness of Gallery services -Stronger connections with schools, youth, and emerging artists • Interest in broadening the definition of arts to include: Music, literature, and interdisciplinary programming

F. Next Steps

The anticipated next steps are to:

- Integrate feedback from the Agricultural Community Survey and the in-person workshop with staff, the Board, and the ACC on June 24, with a summary report to be provided by the consultant following the session;
- Validate the Committee’s updated mission, vision, and strategic pillars, and use the research and consultation findings to refine and confirm strategic priorities; and

- Ensure all consultation insights are meaningfully reflected in the final Strategic Plan, balancing enduring principles with evolving community needs.

G. Attachments

See the attached appendices for snapshots from the consultation activities, along with an updated overview of the strategic plan timeline and status.

Submitted on behalf of the Strategic Planning Committee,

Jennifer Murley, CEO

LibraryCEO@TheBlueMountains.ca

519-599-3681 extension 148

Appendix A Upcoming Milestones

Date	Who	Milestone	Status
June 18, 2026	Board	Verbal Update	
June 24, 2026	Committee	Focus group with Board, staff, and the ACC.	Confirmed
July 6, 2026	Committee	Review workshop draft report and develop draft key themes, vision, mission	Scheduled
July 16, 2026	Board	Verbal Update	
August 6, 2026	Committee	Develop initial outline of strategic plan	Scheduled
September 10, 2026	Committee	Approve for Board review: Strategic Plan and draft 2027 action plan.	Scheduled
September 17, 2026	Board	Review V1 of draft Strategic Plan and 2027 Action Plan	
October 15, 2026	Board	V2 of draft Strategic Plan and Q1 2027 Action Plan reviewed.	
November 9, 2026	Committee	Approve final Strategic Plan and Q1 2027 Action Plan.	Scheduled
November 19, 2026	Board	2027-2037 Strategic Plan and Q1 2027 Action Plan approved.	
TBD	Committee	Communication plan & release of new Strategic Plan	

Appendix B

Consultation Snapshots

Community-Wide Survey

Q: What would make you more likely to use our spaces or services?

Perhaps an ambassador whose task is to guide visitors in their needs and points out other options available.

If I had someone to attend with.

Larger and more rentable meeting spaces for holding group workshops, board meetings, art workshops. Facilities to support 'messy' art workshops ie: open space tables and chairs, slop sinks, pinup/ writable wall surfaces surfaces for interactive working sessions, large format tvs for projection, cleanable floors. Small kitchenettes for coffee/refreshments/water.

More programming for adult ages 25-45, more opportunities for artists exploring non-traditional media.

Extra hours on weekends.

Sunday hours at the library.

I hear that there are things going on at the library by the community and the library, but when I search for them I can't find them easily so I usually don't bother.

Earlier opening eg 9am. - more private meeting rooms or workspaces.

More programming outside of traditional work hours.

Gallery should be a space open during hours and another space should be created for other functions now used by the gallery space!

Actual library, open and meeting spaces at the Depot. I think the Craighleith Community centre is a waste of space, maybe even a sad joke! Why not make that the museum and the depot a library and meeting space.

Concurrent programming for adults and children so I can take a program while they're doing a program; late night hours are good and let us get there during the week after school and work

Open on Sundays even for a few hours. Events on Sundays.

Currently I don't see or feel a need to go. There is nothing to do and it doesn't seem too "fun". This library is a longer drive from my house so I would need a good reason to want to go. If there were more "exciting" activities or something to do with friends I would be more enticed to

attend.

If my friends were there with me and cozier and secluded study corners.

It's the distance to main library. I'm in Craigleith. I have used the depot to drop off books.

Q: What could we do to make our spaces more welcoming and inclusive for people of different backgrounds, identities, abilities, and ages?

Barrier free, non-gendered washrooms, welcoming queer community through local Pride groups and small queer culture social events, more drag queen library readings. (I'm a Pride ally).

We love our library and truly appreciate everything that's offered especially the variety of children's programming. One thing I've noticed is that many of the more creative or hands-on activities are geared toward 8+, but my 5-year-old would absolutely thrive in many of those programs. It might be worth considering opening some of these up to younger children (perhaps 5+ with caregiver support), as there seems to be a group of younger kids who are ready and eager to participate.

Become a community that includes pets as part of people's lives. Collingwood does a better job with this.

Proper signage outside identifying the gallery and working washrooms.

Make it so kids and teens and adults don't have to be together.

There is a lack of diversity in the services I participate in. I feel the GLAM is well advertised through various medium, however it doesn't always reach my friends that I think would attend. I am not sure how to improve that. In some cases, family things take priority wrt time, money, effort.

More relevant offerings in Craigleith where so many live by using the old schoolhouse for programming or museum and the depot more relevant.

Shutins cannot access events.

Q: What major changes or challenges do you think will shape life in The Blue Mountains over the next 10 years? (e.g. housing affordability, climate change, aging population, technology, tourism pressure, workforce shifts, etc.).

Create active community spaces for everyone, keep life in town active, right now there's very little to do.

Housing affordability, aging population, climate change.

Definitely housing affordability as well as an aging population.

Housing affordability, aging population and the widening gap between the rich and the poor in our community.

Housing affordability for original residents as 'cityots' population grows. Help shift increasingly negative, xenophobic insular climate through community engagement and inclusions.

For many library users I see cash flow/having extra funds to be an increasing issue and adding more pressure on library services, something to be prepared for; this is why I say expanding digital offerings like hoopla and the library of things as that will help fill in some gaps where people need to cut extras from the budget.

Maintaining the integrity of a library in the face of technology. encouraging youth involvement, having enough tax dollars to supports initiatives at the library.

Dying sense of community in younger generations (so wouldn't know to support a community hub, all the above, AI doing the thinking for us/diminishing curiosity, weak system of education (not teachers, more curriculum), big push to increase the population.

Q: What role should the GLAM play in the future of our community?

One of several community hubs.

Promote and Uplift artists and marginalized voices.

For our family, GLAM plays a huge role in both learning and access to experiences. Being able to borrow passes to places like the Toronto Zoo or ROM is amazing and makes a real difference. I think the future of GLAM should continue to focus on accessibility, community connection, and offering experiences beyond books! things that bring families together and make learning feel engaging and real.

Be a centre for the community in all aspects. Be the hub.

A thought leader, a safe space especially for children & youth, a cultural hub for all.

Provide a safe space accessible to all community members that engenders compassionate curiosity and care.

Providing access to resources for the community to be able to empower, educate and entertain themselves; continuing to act as an accessible and inclusive safe "third space" in our community as libraries and galleries always have.

GLAM should be the entity that builds the bridges and offers the space for community conversations and community engagement.

Community Partner Survey

Direct Quote Snapshot

Q: Where could the BMPL improve to better support your organization and address community needs over the next decade?

The ways in which you support [us] is already great. To address community needs which will include [our organization] over the next 10 years would be to have more & larger space & meeting spaces for booking. Having dedicated youth space would encourage the next generation to use & value this community space and help with succession planning. A larger offering of "Library of Things" & "Makers Space" would be valuable and could involve more opportunities to partner with us & other groups to keep items out of the landfill and Repurpose items in a creative way to sell.

We would love to see BMPL create additional event space, either at the Library or elsewhere in or around Thornbury. Our area is really lacking in affordable, reliable venues for not-for-profit events, and, because The Gallery is such a great space and there's so much demand for it, we're finding availability is becoming more and more of an issue -- you're very popular!

The BMPL space is very limited. Additional expansion is vital to keep up with the 2nd fastest growing municipality in all of Canada. The expansion of library space and having 2 larger libraries to serve both sides of the town needs to happen now. The younger population of school aged children and the migration of Toronto families seeking out The Blue Mountains as a place to raise their families needs more library space and facilities. One of the areas that would be vital for our organization would be a dedicated purpose built computer / media lab for learning, ideation, experimentation, digital arts and community access. Computer science and the rise of AI needs greater access to technology for the community and for equitable access to learning. Our organization would be able to increase projects and programming exponentially with a dedicated purpose built computer lab. An expanded space with more learning rooms, classrooms, lecture halls/theatres would also allow us to provide more workshops and increased community learning opportunities in TBM.

It would be awesome to have a closed space to hold programs. There would be enough room for six child-sized tables with child-sized chairs, a little kitchenette and a storage space for our weekly/monthly/specialized partnership programs.

Maintaining and updating equipment (chairs, tables, kitchen), AV equipment; additional tech support services which seem to be in high demand; supports for accessing services (medical, financial etc.)

Offer small meeting rooms at no cost for community organizations for their meetings if they work together with the library.

BMPL Staff Survey

Direct Quote Snapshot

Q: What from the current plan should change?

Give the Gallery and Museum & Archive more of a presence and focus on the overall operation of Blue Mountains Public Library, both in their respective independent roles and within the integrated GLAM. I personally don't like the graphic used for the values, it's hard to read and loses meaning.

I would like to see more focus on environmental sustainability and to be seen as leaders within the community when it comes to environmental initiatives and preservation.

I believe the primary shift in our strategic plan should be a move toward greater interconnectivity and a more balanced focus across all components of our GLAM. While we have long embraced the GLAM mentality, our current plan tends to consolidate the gallery, archives, and museum into a single category, which can dilute their individual importance and specialized needs. To address this, the updated plan should elevate the "GAM" aspects, treating them as distinct pillars with their own dedicated objectives and resources. By integrating these elements more intentionally throughout the entire document rather than grouping them as a secondary priority, we can better reflect our identity as a multifaceted cultural institution and ensure that our leadership and service delivery are equally robust across all four disciplines.

The plan should focus on tracking real impact, not just program numbers, making programs and events clearer so everyone knows what's happening, bringing services and programs out into the community, supporting staff with training and teamwork, and staying forward-looking to meet future needs and changes.

I find the current plan sounds vague and corporate. I don't know if anything about it is bad necessarily- just that it does not feel considerate of its actual community and the land we operate on. I've read it so many times, both when I was looking to get hired and as I've worked here to ensure I am reflecting our goals in our communication, and it has always felt like it could be any cultural institution. I think we could be more direct about our 10 year aspirations if we intend to be a leader and be held accountable to the changes and support we want in our community.

Q: How do you think Truth and Reconciliation should shape our work over the next decade? Think about programming, collections, partnerships, internal practices, relationships with Indigenous communities, and accountability.

Collaborate with Indigenous on programming, partnerships, museum exhibits and talks.
Develop a stronger relationship with Indigenous communities, especially those within the boundaries of Treaty 18, as well as the Wendat/Wyandot, and all other communities that came before, such as the Huron and Odawa. Recognize that there is a mixed community of Indigenous peoples living within the Blue Mountains and explore their needs and how to build a current relationship as well as bridging past relationships. Provide more resources and voices from these

communities themselves, and from local Friendship Centres.

I believe that Truth and Reconciliation must be woven into the fundamental fabric of our operations, moving beyond symbolic gestures toward tangible, sustained action that honors both the deep historical roots of the Tionontati and Wendat peoples and the vital role of modern Indigenous stewards. Our leadership should focus on creating meaningful avenues for reconciliation that permeate every level of the institution, from internal policy to public-facing engagement. Central to this mission is the development of inclusive programming—offered both in person and through digital platforms—to ensure these vital narratives reach the entire community, regardless of their ability to visit our physical locations. By prioritizing active partnerships and co-curation, we can ensure our collections and services authentically amplify Indigenous voices and respect traditional protocols. I really believe our commitment over the next ten years should move "beyond words," holding ourselves accountable through internal practices and external relationships that transform our facilities into genuine spaces for healing, education, and shared history.

I think that if we are going to have T&R shape our work over the next decade we need to make partnerships with the proper groups and consider having an advisory group with Indigenous peoples as majority. I think our outreach regarding artists, creators and programming could be better diversified. I also think that we have beautiful outdoor spaces that could be utilized towards these groups as well.

Q: What community needs or challenges do you hear about directly from residents, visitors, or other users that we should address over the next 10 years? What needs, concerns, frustrations, or aspirations do residents and visitors share with you that we should be responding to as a GLAM moving forward?

Space needs to increase. Areas for both quiet study and creative play for differing needs during the same time of day. Parking lots can become too full and hard to find a spot. Space to fit larger tour groups inside the Museum.

I hear mostly from the 25-40 age demographic and what I hear most is about how outdated we are. How our gallery shows all feel geared towards the 60+ crowd, focusing on painting, and landscape painting or nature painting. I also hear how our collection feels outdated, how more often than not, they can't find books here. Finally, that there are not quiet working zones. With a large group of people in that age range working from home, they are looking for spaces where they can get out of the house and work, or co-work and those spaces don't exist here.

The main challenges I have heard from patrons and guests are: that the room booking availability is limited; the library space can be too loud; the smell of the building is concerning (ex: mold in the junior section) and that our online collections (Libby and Hoopla) are frustrating given the wait times or maxed daily budget.

Quiet spaces to work or have small meetings (ex. tutoring after school or working from home), hangout space for teens, time it takes for books to transfer from one branch to the other. All

complaints from the last few months have been centered around the washrooms - I'm struggling to think of other needs/challenges that have been mentioned.

Overall, most visitors/library users have positive feedback. One complaint that I hear a lot is that there is not enough space for them to sit/do work.

Q: What operational barriers make it difficult for you to do your best work?

Space is tight, and it can be challenging to find enough space to do certain tasks, or even have lunch. It would be ideal to have more staff (or staff hours) to help accomplish projects and catch up on backlog at the Museum. Limited funds could be part of the reason we are working with aging office furniture that doesn't meet current needs. Limited funds and resources can also be contributing to not being able to put on programming, put up exhibits, or collect as much material as envisioned or suggested by the public. Sometimes things can get overlooked or mistakenly dropped due to so many working parts and chat within the "bullpen" that doesn't reach others. The Museum could accomplish sharing more resources and a higher standard of preservation with funding for more technology and staffing.

Space constraints and tech limitations (ex. having to hop on other team members computers when they are not at their desks) can be frustrating when trying to work off the desk and meet deadlines with projects and training. There also seems to be a barrier between LES and CHD. It would be great to spend more time team building for cohesiveness.

Constraints in space for collection items, and work areas often limits the ability to work on specific items in an efficient way. Having dedicated a dedication work station for photography, cataloging and conservation would allow staff to work without being directly in the museum gallery area, and create a safer environment for staff and the collection. There is also no sufficient space within the museum building for staff to eat or break.

Space constraints limit the types of programs we can offer, especially those that require prep areas or flexible space. Better integration across GLAM could be supported through more regular communication, more fluid conversations about what is happening across departments, and more collaboration on programming. At times it can also be difficult to determine where to focus our efforts (attendance numbers vs meaningful connections and partnerships). Clearer priorities, better communication, and regular staff updates would help support this, along with a clearer understanding of what we are aiming for as an organization—what trends we want to follow and how we want to support our community moving forward.

Q: If the BMPL is thriving 10 years from now, what will be different from today?

When we are thriving 10 years from now, we will have updated spaces that are modern and match the needs of our community. We will have programming that spans across the 4 offerings of our GLAM, reflecting each one and co-collaborating together to bring these programs to the community.

If BMPL is thriving in ten years, more people in the community will clearly understand what libraries do and recognize the library as an essential, trusted resource. We would have adequate space to support staff, host meetings, and deliver services effectively, including an expanded

building that allows us to serve the community in more inclusive and equitable ways. Our spaces would feel welcoming and comfortable for everyone, regardless of background or identity. A thriving BMPL would also be fully supported by a municipal council that understands both its role in providing funding and the essential value the library brings to the community. In turn, the broader community would recognize and support our facilities, staff, and services as vital to the social and cultural life of the town. BMPL would be a place where we can openly celebrate diversity, such as hosting Pride events—without fear of backlash, and where staff and community members feel supported, safe, and proud to participate.

There will have been at least a significant expansion in space at the main branch of the library, and possibly increased space on the museum grounds, in the form of a new extension or through the repurposing a Town-owned building.

Council and Municipal Staff Survey

Direct Quote Snapshot

Q: How should the BMPL contribute to advancing the Town's strategic priorities over the next 10 years?

BMPL can be a significant community infrastructure partner for the Town, aligning with Council's strategic priorities, focusing on outcomes where libraries can make the biggest impact like access, belonging, literacy, digital inclusion, workforce skills, newcomer support, and community resilience, and formalizing joint planning, data-sharing, and co-delivery with Community Services.

Recognition/recording of history as Town changes dramatically and local identity slowly fades in favour of development and re-development.

Inclusive programming for seniors, youth, newcomers; continue to host community forums that uphold the Town's strategic priorities.

I think building a community for everyone, most closely aligns with the Library - I think the variety of programs the Library offers already does a great job in working towards this goal.

1) More programs to support an active life style. Open on Sundays 2) Increase efforts to preserve cultural heritage plus support the Blue Mountain Film Festival more actively 3) Share more about the work of the Library Board and the Library itself 4) Provide programs and tools that will assist gold collar workers expand their practices/businesses.

Identify bring in speakers, workshops or other events to build public understanding of topics that align with the Town's key strategic priorities. With the Strategic Plan in front of you, try to hit as many points as possible over the duration of the plan or on an annual basis. Both on a proactive basis (e.g. seeking a speaker or hosting staff to present on a topic that hasn't been covered well yet) and reactive (being ready to identify how library programs and events align with the strat plan).

Q: What municipal trends or emerging community issues should the BMPL consider in its Strategic Plan? (e.g. aging population, housing affordability, climate change, aging facilities, tourism pressure, workforce changes, technology shifts, etc.)

Aging Facilities, aging population, technology shifts.

Continue and expand joint programming, grow youth and seniors programming and outreach, resilience in change (climate, demographics, changing tech.)

1. Youth engagement and safe spaces 2. Access to reliable information and combating misinformation 3. Affordable and accessible programming.

Not sure how much the library can do re: housing affordability and climate change, but I do think that they can help with the aging population through programming.

Loneliness and other sources of vulnerability to AI, scams, etc.; navigating an increasingly difficult online environment and discerning truth from fiction

We are increasingly in a post fact alternative reality world. A source of factual information, versus opinion or feeling, is desperately needed.

Aging population, aging facilities, tourism pressure, technology shifts.

Q: Where do you see opportunities for stronger collaboration between the Town and the BMPL over the next 10 years?

Continual collaboration with Council and staff and the excellent work that the library performs.

Training opportunities, cross-pollination of committees, alignment of strategic initiatives.

Library should act as possible conduit for public awareness campaigns - providing a communications mechanism for Council.

Community services and social support such as use library spaces to host municipal outreach programs. Host information sessions or workshops about common bylaws (parking, noise, property standards, animal control, waste collection). Create guides or brochures explaining frequently misunderstood bylaws. Display seasonal reminders (snow removal rules) Host drop-in sessions with bylaw officers where residents can ask questions.

I think the BMPL could be seen as the public resource to explore Town initiatives (Economic Development, project information, etc.).

As the Town doesn't provide any of its own programming, what the BMPL does is super important. It would be great if the Town were able to offer more programming, and I think the library has the institutional knowledge and experience to help anything get off the ground that the Town does. Keep up the great work, library!

Expanding working relations with the Town and BMPL in areas that have mutual interest and/or goals.

Town hub outside of regularly Town Hall hours. Education and information sharing. Meeting people where they are with Town news and information.

Staff meetings at library facilities, programs directed at staff during work hours.

Town hub outside of regularly Town Hall hours. Education and information sharing. Meeting people where they are with Town news and information.

ONTARIO | **LIBRARY
SERVICE**

Board Assembly Meeting

Spring 2026

Stronger libraries. Stronger communities.

Agenda

1. Welcome and Introductions
2. Updates from Ontario Library Service
3. Board Succession Planning, Recruitment and Legacy
4. Group Discussion / Roundtable

Updates from Ontario Library Service

OLS Strategic Plan: 2026–2030



Mission

Ontario Library Service is trusted and empowers public library leaders to serve their unique communities.

Vision

Every community in Ontario proudly invests in public libraries.

[Read the plan](#)

Updated Sample Policies

SC-01: Intellectual
Freedom.

Revised: October 2025

SC-02: Truth and
Reconciliation Efforts.

Revised: October 2025



FN-03:
Purchasing/Procurement
of Goods and Services.

Revised: November 2025



HR-07: Prevention of
Workplace Harassment
and Discrimination.

Revised: January 2026



HR-08: Prevention of
Workplace Violence.

Revised: January 2026



HR-09: Health and Safety
Legislated Policy.

Revised: October 2025

OP-02: Safety, Security
and Emergencies in the
Library.

Revised: October 2025

OP-15: The Library and
Political Elections.

Revised: December 2025

[Learn More about Policies](#)



= required by legislation

OP-18: Friends of the
Library.

NEW: October 2025

NEW



Recently Updated Courses

- Public Library Marketing
- Strategic Planning for Public Libraries

Upcoming Training Opportunities

Municipal Relations

AND YOUR LIBRARY

A 3-Part Series

As we prepare for the 2026 municipal elections, we invite you to join our webinar series on municipal relationships.

Please note that these sessions will not be recorded.

- **Part 1: With Tara Roy-DiClemente, Councillor, Town of East Gwillimbury**
 - Thursday, April 9, 2026
 - 12:30-1:30pm ET | 11:30am-12:30pm CT
- **Part 2: With Shelley McKay, Manager, Communications, Hamilton Public Library**
 - Thursday, May 14, 2026
 - 12:30-1:30pm ET | 11:30am-12:30pm CT
- **Part 3: With Karthi Rajamani, CEO, Pembroke Public Library**
 - Thursday, June 11, 2026
 - 12:30-1:30pm ET | 11:30am-12:30pm CT

[Register](#)

[Register](#)

Board Succession Planning, Recruitment and Legacy

Getting Ready for the 2026 Municipal Election

Review of Resources from OLS

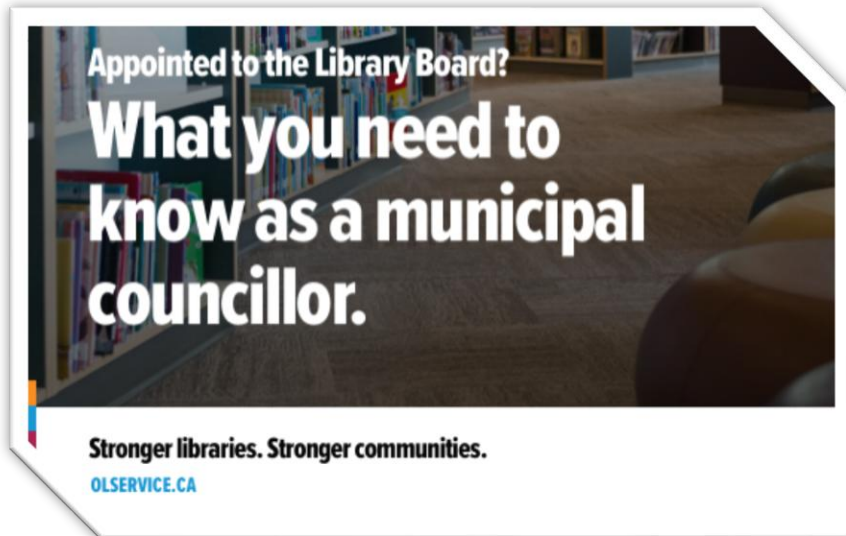
- **Document:** What you need to know as Councillor on a Library Board
- **Document:** 10 Things You Need to Know as a New Library Board Member
- **Sample Policy:** Elections in the Library (OP-15)
- **Board Training:** Governance 101 Training - coming Spring 2027
- **NEW Guide:** Library Board Succession Planning, Recruitment and Board Legacy



Familiar OLS Resources



[Access the Resource](#)



[Access the Resource](#)



Deadline for having rules in place is May 1.

[Access the Policy](#)

Library Board Succession Planning, Recruitment and Board Legacy

This guide:

- provides information on the library's role in recruitment and appointments
- offers suggested steps for the recruitment and appointment process
- encourages boards to create legacy documentation

ONTARIO LIBRARY SERVICE | GOVERNANCE HUB

Ontario Library Service / Resources Home / Governance Hub (BETA) / Library Board Succession Planning, Recruitment and Board Legacy / Overview

Library Board Succession Planning, Recruitment and Board Legacy

Overview

- Top of Page Message
- How to Use this Guide
- Towards Succession Planning and Legacy Documentation
- Why Plan for New Board Members: Building a Strong Board Starts with Great People
- Key Takeaways

Recruitment & Succession Plan

Library Board Legacy Planning Guide

Welcome to this new webpage of the the Governance Hub. We are in the process of updating the content across all pages of the Governance Hub. Content from *Year 4: Board Transition & Succession Planning* is now available on this webpage. Redeveloped Governance Hub webpages can be [view here](#).

How to Use this Guide

Library boards can use this guide as a practical planning resource throughout the board term, especially in the second half of the term and as municipal elections or vacancies approach.

Boards may wish to:

- Review sections collectively at a board meeting or governance committee meeting.
- Work through the recruitment and succession steps over time rather than all at once.
- Use the templates and worksheets to structure discussions and document decisions.
- Share selected sections with municipal staff or council to support collaboration.
- Revisit the guide regularly as board composition, priorities, or circumstances change.

This guide is intentionally flexible. Boards are encouraged to adapt its tools and recommendations to align with local governance culture, municipal appointment processes, and community needs.

Towards Succession Planning and Legacy Documentation

As a board term draws to a close, boards need to start considering what comes next. Some members will return for another term, while others will move on to new endeavors. In either case, contributions of current board members—and specifically insights into the library's future direction—are essential to ensuring a smooth transition to the next board.

Under the **Public Libraries Act**, municipal councils are responsible for appointing library board members at the start of their term and as vacancies arise. However, outgoing board members can play a critical role in this process. Board members are uniquely positioned to offer advice on recruitment, share lessons learned, and highlight potential

NEW!

[Visit the Guide](#)

Library Board Succession Planning, Recruitment and Board Legacy (continued): *The Suggested Steps*

- [Step 1: Assess the Current Context](#)
- [Step 2: Define the Ideal Candidate](#)
- [Step 3: Communicate Needs to Council](#)
- [Step 4: Define the Library's Role in Recommendations](#)
- [Step 5: Recruit and Define the Commitment](#)
- [Step 6: Onboarding New Board Members](#)
- [Library Board Legacy Planning Guide](#)



Fall Board Assembly Meetings

Fall 2026 Board Assembly networking meetings will take place virtually in November:

- Exact dates to be announced
- Based on population size

The Board's Role in Succession Planning: Discussion

What is your library's role in the recruitment and appointment process?

What works well?

What could be improved?

Group Discussion / Roundtable

ONTARIO | **LIBRARY
SERVICE**

Thank you!

Contact: consulting@olservice.ca

Feedback Survey: <https://www.surveymonkey.com/r/BASpring2026>

Stronger libraries. Stronger communities.