

2026 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		
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		
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		

Status Legend:

On Track

At Risk

Late



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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



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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

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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: • 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

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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

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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: • 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

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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