



# Staff Report

---

## Operations – Sustainability & Solid Waste

**Report To:** COW - Operations, Planning and Building Services  
**Meeting Date:** April 29, 2025  
**Report Number:** OPS.25.008  
**Title:** 2024 Future Story Report Card  
**Prepared by:** Nicholas Cloet, Sustainability Coordinator

---

### A. Recommendations

---

THAT Council receive Staff Report OPS.25.008, entitled “2024 Future Story Report Card”;

AND THAT Council direct staff to finalize the 2024 Future Story Report Card with any minor updates requested by Council, and publish to the Town’s website and communications channels to circulate with the public.

### B. Overview

---

The Future Story is the Town’s Integrated Community Sustainability Plan (Plan), completed in late 2022. Action 20 of the Plan includes the review of implementation through the release of an annual report card. This is the second Future Story Report Card to be released. This Report Card includes activities undertaken in the year of 2024 and planned activities for 2025 to implement The Blue Mountains Future Story.

### C. Background

---

[The Blue Mountains Future Story](#) provides a detailed description of the four big moves and the and 20 Bold Actions that intend to move the community toward a desired future. The Big Moves include:

1. Create Climate Solutions;
2. Build Sustainable Neighbourhoods;
3. Grow an Innovative and Thriving Community; and
4. Collaborate and Take Action.

The plan consists of an implementation framework that is built upon the following three principles: collaboration, progress, and reflection. Reflecting on the second full year of implementation allows staff and the community to consider progress made on the anticipated actions and next steps to implement the Town’s Future Story.

This Report Card builds on the template developed in March 2024 for the Town's first Future Story Report Card in [CSOPS.24.020 Future Story Implementation Report Card Follow-Up](#) by adding a new summary table of all 20 Bold Actions, referred to as the Future Story Strategic Alignment Summary (Attachment 1). This summary was adapted to follow the Town's new strategic framework reporting template which aims to increase accountability and transparency through enhanced communication to the public.

In addition, this staff report includes the updated 2024 Future Story Report Card in Attachment 2, following the same template as was used for the first Report Card in 2023.

## **D. Analysis**

---

The Future Story Report Card covers the one-year period of Future Story implementation from January to December 2024. This progress adds to the work between July 2022 and December 2023, which was covered in [CSOPS.24.020 Future Story Implementation Report Card Follow-Up](#).

TBM Future Story includes a five-year implementation plan, with 20 Bold Actions and 137 Key Steps. The Key Steps are important guiding actions that were identified in 2022, but as circumstances, community focus and/or external funding opportunities change, flexibility to implement the plan's Key Steps will be needed. The new summary table in the 2024 Report Card, and commentary beside each Key Step on specific Bold Action pages, aim to describe any changes in direction or challenges faced for specific Key Steps as originally imagined when the plan was first written. Staff will also consider feedback on priorities that may be received from Council upon periodic review of the annual Report Cards. A fulsome update to TBM Future Story will occur closer to the plan's 5-year anniversary in 2027 to define a subsequent 5-year implementation period that will build upon and learn from experiences gained from the first Future Story plan.

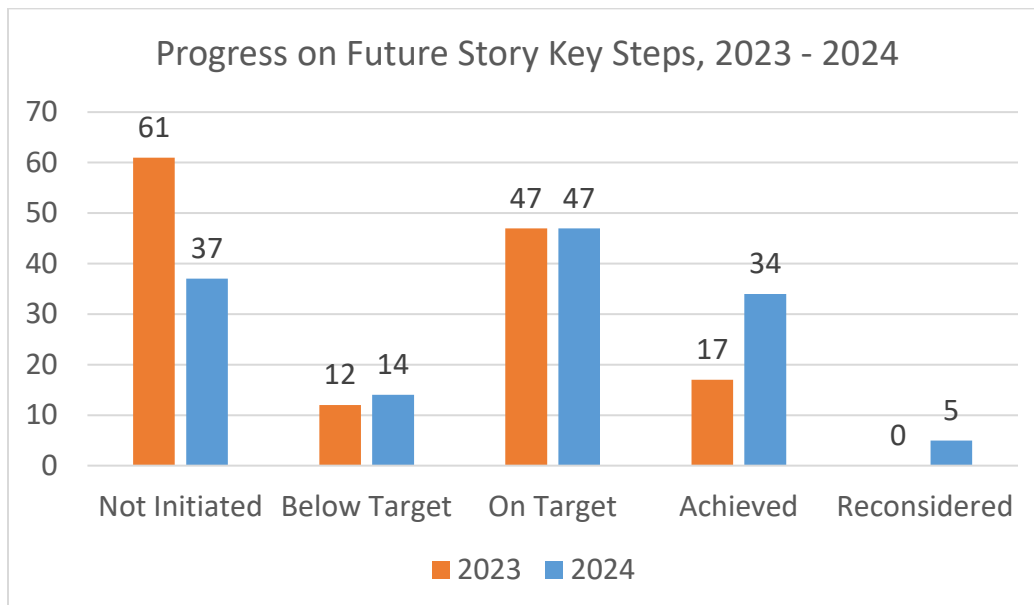
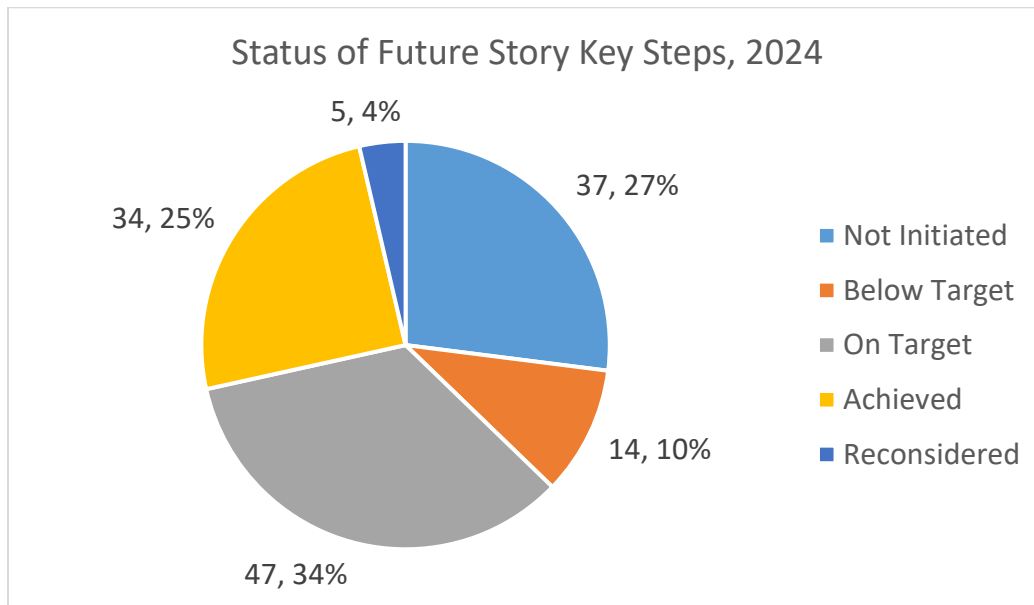
The Blue Mountains Future Story 2024 Report Card is included in Attachment 2. The Report Card begins with some opening remarks and figures describing progress made, then provides a summary table of the 20 Bold Actions – a new addition building on the first Report Card, to add more context and description for readers, and then provides progress indicators for 'Achieved', 'In Progress', 'Below Target', 'Not Initiated' or 'Reconsidered' (a new sub-category within Not Initiated, described further below) for each of the Key Steps under each Bold Action.

TBM Future Story has a 5-year implementation horizon. The following is a high-level summary of progress made since implementation of TBM Future Story began in July 2022 until the end of the reporting period in December 2024 for all of the plan's 137 Key Steps:

- 25% (34) were Achieved, up from 12% in 2023
- 60% (81 of 137) were On Target or Achieved, up from 47% in 2023
- 41% (56 of 137) were Below Target or Not Initiated (including Reconsidered), down from 53% in 2023.

Not all Key Steps will take the same level of effort or resourcing, but at a high level, these figures demonstrate the progress that was made in 2024. There has been a clear progression

from 'Not Initiated' into 'Below Target' or 'On Target', and from these in-progress categories into the 'Achieved' category, for the 2024 reporting period.



The 'Reconsidered' category has been introduced to capture Key Steps that are almost certainly obsolete and as a result will not be accomplished. In this case, these five Key Steps are all under Bold Action 18, Establish a community sustainability organization/network to champion sustainability efforts in the community. This Bold Action was written with good intentions – to formalize a structure or form a new organization to foster collaboration between local non-profit organizations to support the sustainability plan; however, feedback from members of the local and regional non-profit community at a Friday, October 27, 2023 workshop led by the Institute of Southern Georgian Bay expressed a clear lack of interest in creating a new

sustainability organization or round table. These stakeholders and their organizations already have their own clear areas of interest, and collaboration between these stakeholders already happens organically and at events such as those run by the Institute, other non-profit organizations, or by the Town. The Town will continue to support collaboration between local sustainability stakeholders with Town-led initiatives (e.g. the Town's annual Sustainability Summit), through topic-specific task forces or meetings led by the Town (e.g. an upcoming Circular Economy task force or working group), and with support offered to community-led initiatives (e.g. the Green Economy Hub pilot project). There may be opportunities for youth engagement arising from the Youth Climate Action Fund to align with the underlying theme of Bold Action 18 – to improve connectivity between youth and the Town, and involve youth in implementing TBM Future Story; however, the specific Key Steps to establish a formal organization are most likely not going to be implemented.

The Town's sustainability team regularly undertakes some initiatives that are not explicitly identified in TBM Future Story, but which align closely with the Goals and overarching objectives of the Future Story plan, including: running the annual Environmental Sustainability Fund, and more recently the Youth Climate Action Fund; promoting and supporting Pitch-In Week community-led litter cleanups; and fulfilling new bi-annual Federal reporting requirements for landfill GHG emissions.

Staff also regularly seek external funding opportunities, recognition or awards; for example, in early 2025, the Town applied to the Climate Resilient Infrastructure Service (CRIS) to potentially enhance the East Side Water Storage project with climate mitigation and adaptation expertise at no financial cost or commitment for the Town. Town staff also participated in training to better understand free flood risk planning tools available to municipalities, which are not explicitly mentioned in the Key Steps but may nevertheless contribute to the Town's resilience to climate change, in close alignment with Bold Actions 3 and 4.

As always, staff encourage anyone with questions about specific Bold Actions or Key Steps, or with questions or ideas pertaining generally to sustainability in The Blue Mountains, to reach out to [sustainability@thebluemountains.ca](mailto:sustainability@thebluemountains.ca).

## **E. Strategic Priorities**

---

### **1. Communication and Engagement**

We will enhance communications and engagement between Town Staff, Town residents and stakeholders

### **3. Community**

We will protect and enhance the community feel and the character of the Town, while ensuring the responsible use of resources and restoration of nature.

## **F. Environmental Impacts**

---

The vision of the Future Story is: “The Blue Mountains’ communities are world-renowned as stewards of a healthy environment and as champions of well-being, sociocultural diversity, innovation, and regeneration to become the best place to live, work, and play for future generations.” Continued implementation and review of the Plan will work towards achieving the goals under natural environment, built environment, economy, community and culture, social well-being, and governance.

## **G. Financial Impacts**

---

Implementation is supported primarily by staff effort and the approved annual sustainability operational budget. Funding requests have so far occurred through the annual budget process. In 2024, 90.5% of the sustainability operational budget was spent to implement The Blue Mountains Future Story. This shortfall in spending was largely due to the Youth Climate Action Fund (YCAF) program, which distributed \$52,200 to local and regional youth-led climate action projects and provided \$13,313 to cover the Town’s administration of the fund.

## **H. In Consultation With**

---

Tim Hendry, Director of Strategic Initiatives

## **I. Public Engagement**

---

The topic of this Staff Report has not been the subject of a Public Meeting and/or a Public Information Centre as neither a Public Meeting nor a Public Information Centre are required. However, any comments regarding this report should be submitted to Nicholas Cloet, Sustainability Coordinator [sustainability@thebluemountains.ca](mailto:sustainability@thebluemountains.ca).

## **J. Attached**

---

1. Future Story Strategic Alignment Summary
2. The Blue Mountains Future Story 2024 Report Card

Respectfully submitted,

Nicholas Cloet  
Sustainability Coordinator

Jeffery Fletcher,  
Manager of Sustainability & Solid Waste

Alan Pacheco  
Director of Operations

For more information, please contact:  
Nicholas Cloet, Sustainability Coordinator  
[sustainability@thebluemountains.ca](mailto:sustainability@thebluemountains.ca)  
519-599-3131 extension 235

### Report Approval Details

Document Title:	OPS.25.008 2024 Future Story Report Card.docx
Attachments:	- Attachment 1 Future Story Strategic Alignment Summary.pdf - Attachment 2 The Blue Mountains Future Story 2024 Report Card.pdf
Final Approval Date:	Apr 15, 2025

This report and all of its attachments were approved and signed as outlined below:

**Jeff Fletcher - Apr 11, 2025 - 11:45 AM**

**Alan Pacheco - Apr 15, 2025 - 8:59 AM**

## The Blue Mountains Future Story 2024 Report Card – Strategic Alignment Summary

**Purpose:** This Strategic Alignment Summary for The Blue Mountains Future Story 2024 Report Card provides Council and residents with a high-level update on progress made and next steps to take for each of the Town’s 20 Bold Actions in The Blue Mountains Future Story, the Town’s community sustainability plan.

**Organization:** The hierarchy of the Future Story includes four Big Moves with 20 Bold Actions, followed by 137 key steps. Progress made in 2024 is outlined for each Key Step in the 2024 Future Story Report Card.

### Reference Information:

The following reference information can be used when reviewing the progress charts.

- Level of Importance
  - High: significant staff time/resourcing is being applied to make progress on this Bold Action in 2025
  - Medium: some staff time/resourcing is being applied to make progress on this Bold Action in 2025
  - Low: little staff time/resourcing is being applied to make progress on this Bold Action in 2025
- Responsible (R) and Accountable (A)
  - Responsible (R): The person or role responsible for doing the work to complete the task.
  - Accountable (A): The person or role who is ultimately answerable for the correct and thorough completion of the task.
- Status
  - Green Circle: The action has been completed or is on track and is progressing well.
  - Yellow Circle: The action has faced challenges, but there is a clear path forward to completion.
  - Red Circle: The action is facing significant challenges and requires either a strong effort in 2025 (e.g. Bold Action 17), a review of next steps (e.g. Bold Action 7), or needs to be reconsidered as a priority for the Town (e.g. Bold Action 18).



# Table of Contents

## Contents

**The Blue Mountains Future Story 2024 Report Card – Strategic Alignment Summary ..... 1**

**Table of Contents ..... 2**

**Big Move #1: Create Climate Solutions ..... 3**


**Big Move #2: Build Sustainable Neighbourhoods ..... 6**




**Big Move #3: Grow an Innovative and Thriving Community ..... 8**




**Big Move #4: Implement and Collaborate..... 10**

# Big Move #1: Create Climate Solutions

➤ **Connection to the Corporate Strategic Plan:** Deliver an Integrated Community Sustainability Plan / Integrate the three pillars of sustainability

Bold Actions	Action Steps	Level of Importance	Status & Percentage Completed	Due Date	Accountable & Responsible	Expected Outcomes	Related Information
1	Achieve Milestone 5 in the Federation of Canadian Municipalities Partners for Climate Protection (PCP) program	High	30% 	2027	A: Manager of Sustainability and Solid Waste  R: Sustainability Coordinator	Progression through all 5 milestones of the PCP program  Periodic GHG inventory updates	<p>The Partners for Climate Protection (PCP) Program provides municipalities across Canada with a free GHG accounting tool and a 5-Milestone process for both the Town's corporate-scope and community-wide emissions. The Town has achieved Milestones 1, 2 and 3 in both corporate and community PCP programs by identifying baseline GHG inventories, establishing GHG reduction targets, and developing a plan (The Blue Mountains Future Story). Milestone 4 is to implement the plan, and Milestone 5 is to Monitor progress. The completion of the Future Story's 5-year implementation period in 2027/28 will be the Town's opportunity to apply for Milestones 4 and 5 simultaneously. Due to workplan changes in 2024, a comprehensive update to the Town's GHG inventory was delayed until Q2/Q3 2025. This update will examine targets and pathways to achieve them in more detail in a staff report, but progress will ultimately stem from implementing the Future Story and through support of Grey County's Going Green in Grey community-scope climate action plan.</p> <p>Community GHG reduction targets:</p> <ul style="list-style-type: none"> <li>- 6% below 2005 levels by 2016</li> <li>- 30% below 2005 levels by 2025</li> <li>- 80% below 2005 levels by 2050</li> </ul> <p>Corporate GHG reduction targets:</p> <ul style="list-style-type: none"> <li>- 40% below 2005 levels by 2025</li> <li>- Net zero energy emissions for buildings by 2040</li> <li>- Net zero GHG emissions by 2050</li> </ul>

2	Expand low-carbon transportation options to include regional electric vehicle infrastructure and greening the TBM municipal fleet	High	30% 	2027	A: Manager of Sustainability and Solid Waste R: Manager of Facilities and Fleet	Appropriate municipal sites and a strategy to install Level 3 EV chargers will be identified and a transition to EV fleet vehicles underway	The purpose of this Bold Action is to develop a long-term strategy to transition Town fleet and equipment to electric, and to expand community electric vehicle charging locations. The Town operates 12 publicly available EV chargers, installed in 2023 and made possible by two sources of external funding, at 5 Town-owned properties. In addition, the Town is collaborating with a tri-County initiative (Rural Recharge) to install several Level 3 (high speed) EV chargers to enhance the region's accessibility to EV owners, which proposes a TBM location. Staff have identified good locations for Level 3 EV chargers that would primarily serve Town fleet vehicles, and will explore any funding opportunities that may arise to make these possible.
3	Develop a Climate Change Adaptation Plan with Grey County's Climate Change Action Plan	High	70% 	2027	A: Manager of Climate Change Initiatives, Grey County R: Manager of Sustainability and Solid Waste	Community-scope climate adaptation plan completed	Grey County is leading a community-scope climate adaptation plan following Building Adaptive and Resilient Communities framework developed by ICLEI—Local Governments for Sustainability, which identifies and then prioritizes the anticipated impacts of climate change according to vulnerability and risk ratings, and then identifies actions that community stakeholders should consider to reduce risk and/or improve adaptive capacity. Staff are exploring municipal flood risk resilience tools and funding that the Town may be able to take advantage of in 2025/2026 to build off of the results of the County's adaptation plan and focus in on local risks and resilience.
4	Update engineering standards to incorporate resilience to climate change	Medium	80% 	2027	A: Manager of Capital Projects R: Manager of Sustainability and Solid Waste	The most up to date understanding of resilience engineering standards is in place or being updated at any one time.	The Town's engineering standards provide guidance for the design and construction of municipal infrastructure. In 2023, Council approved updated Engineering Standards, which took initial steps to consider climate change projections. Future updates to the Town's Engineering Standards may be able to incorporate learnings from the future climate adaptation plan and incorporate other best practices for sustainable infrastructure. A PIEVC (Public Infrastructure Engineering Vulnerability Committee) training workshop was held with Town staff in late 2024, raising staff's understanding of how climate change risks and adaptation can be considered for both engineered municipal infrastructure and the role of natural assets. Official Plan updates made in 2024 include Environment and Climate Change content.

5	Develop a natural asset inventory to include climate vulnerabilities and inform asset management planning	High	70% 	2027	A: Town Council R: Manager of Sustainability and Solid Waste	Natural asset inventory is complete	A natural asset inventory identifies natural features that provide an ecological benefit to the Town, such as trees, soil and wetlands. These features provide a series of services that are vital to citizen health and Town service delivery, including water and carbon storage, water quality improvement, microclimate regulation and urban heat island effect mitigation. The Town's natural assets inventory identifies natural infrastructure assets and includes high level quality and risk ratings. The next step will be to integrate natural asset classes where possible into the Town's Asset Management Plan, which currently focuses primarily on engineered infrastructure assets. Staff are reviewing and processing the information provided by the natural asset inventory and are exploring next steps to incorporate into asset management planning, beginning with street trees.
6	Develop a Biodiversity Strategy	Medium	0% 	2027	A: Town Council R: Urban Forestry Coordinator	Biodiversity Strategy complete and practices being implemented	The purpose of a Biodiversity Strategy is to identify how and where to retain, restore, and manage biodiversity and minimize negative impacts, and utilize the positive impact of community resources on the terrestrial, riparian, and aquatic features in The Blue Mountains. This strategy will set the direction for future Town naturalization and tree-planting efforts to support biodiversity and enhance access to nature. The Natural Assets Inventory (Bold Action 5) has been identified as a prerequisite to this Bold Action. The Latest Council Resolution is to begin work on a Biodiversity Plan in 2026.
7	Expand production of sustainable local food	Low	0% 	2027	A: Not Assigned R: Not Assigned	Increase in community gardens and farmers market attendance/vendors	This action will involve a planning policy review to identify potential barriers to urban agriculture in the Town and identify any potential opportunities to improve planning policies. With limited capacity in the planning department, this item will need to come forward as a special project requiring planning staff capacity. Planning staff will be consulted and a proposal included in the 2026 budget as feasible. Economic development initiatives (e.g. Open Fields) have been successful at supporting and celebrating the Town's significant agricultural and agri-business community.

# Big Move #2: Build Sustainable Neighbourhoods

➤ **Connection to the Corporate Strategic Plan:** Deliver an Integrated Community Sustainability Plan / Integrate the three pillars of sustainability

Bold Actions	Indicated Action Steps	Level of Importance	Status & Percentage Completed	Due Date	Accountable & Responsible	Expected Outcomes	Related Information
8	Develop a net zero municipal building policy	High	100% <div></div>	2027	A: Town Council R: All Departments	Net zero building policy is adopted	The Town's Municipal Net Zero Emissions Buildings policy was adopted in 2023. Several projects are now seeking to achieve net zero energy emissions or net zero emissions ready performance, including: the new Craigleith Firehall (Firehall #2) and the Operations Depot. Highly energy efficient municipal buildings may have small up front cost premiums but will return more significant cost savings over time and are currently eligible for financial incentives through the Green Municipal Fund. The 2024 Energy Conservation and Demand Management Plan, which focuses on energy performance for the Town's portfolio of buildings, has been completed and will be presented to Council in 2025.
9	Develop and implement Green Development Standards	Medium	80% <div></div>	2026	A: Manager of Climate Change Initiatives, Grey County R: Operations and Planning Departments	Green development standards are in place	The Future Ready Grey Metrics project (initially called the Tri-Country Green Development Standards (GDS) project) is a collaborative initiative between Grey, Dufferin, and Wellington Counties. Future Ready Grey Metrics will establish a consistent framework across the Counties making it easier for the development industry to meet and incorporate the metrics into their projects. The final document will include metrics and guidelines that can be applied through all phases of development planning applications right through to construction. Town staff are being consulted on the development of the Future Ready Grey Metrics.
10	Monitor and estimate increases in active transportation uptake as supported by the Transportation Master Plan	Low	25% <div></div>	2027	A: Operations Department R: Not Assigned	A set of active transportation measures are established	Use of the Georgian Trail remains the best available comparable year-by-year indicator of active transportation usage in the Town. Annual Georgian Trail staff reports had previously been performed by Parks & Trails staff. Sustainability staff will adopt responsibility for analyzing data from Georgian Trail activity counters.

11	Establish a residential green retrofit program	Low	25% 	2027	A: Manager of Climate Change Initiatives, Grey County R: Manager of Sustainability and Solid Waste	A program in place to guide green retrofit initiatives, information and support are available on an on-going basis.	Residential green retrofit programs typically become available at the national or provincial level, but a local or regional program may help to focus in on the highest priority opportunities for The Blue Mountains, which may include lower income residents or older, rural dwellings. Grey County is conducting a feasibility study to better understand opportunities for a local retrofit program, and Town staff provided input early in this process.
12	Establish litter and construction waste management plans	High	30% 	2027	A: Solid Waste Division R: Solid Waste and Building/Development Division	Policy Implemented	Implementing litter control and construction waste diversion plans will help to develop better practices and diversion rates. The Town's Municipal Construction Waste and Deconstruction Policy is in place and will help reduce waste and promote circularity in the event any Town buildings are removed or require significant retrofits. The new Waste Management and Litter Control By-law 2023-69 provides clear rules and monetary penalties for litter of all types. Next steps with local development industry will include raising awareness of the by-law's expectations of litter reduction and encouraging construction waste management plans to better control waste onsite.

# Big Move #3: Grow an Innovative and Thriving Community

➤ **Connection to the Corporate Strategic Plan:** Deliver an Integrated Community Sustainability Plan / Integrate the three pillars of sustainability

Bold Actions	Indicated Action Steps	Level of Importance	Status & Percentage Completed	Due Date	Accountable & Responsible	Expected Outcomes	Related Information
13	Establish/support a green economy task force to identify economic opportunities in the community	High	80% <div></div>	2027	A: Communications and Economic Development  R: Manager of Sustainability and Solid Waste	Task Force (Green Hub) recommendations are provided to Council	In late 2024, Council approved a financial contribution to a Green Economy Hub pilot project led by Collingwood Climate Action Team with the support of local partners for the Southern Georgian Bay community. A Green Economy Hub will help businesses and other organizations in the area understand and reduce their GHG emissions and other environmental impacts, share best practices, recognize successes and build a community of practice. Town staff participate on an Advisory Committee to support the Green Economy Hub initiative and will provide quarterly progress updates to Council.
14	Develop a Circular Economy Recommendations Report and expand circular economy programming	High	100% <div></div>	2024	A: Town Council  R: Manager of Sustainability and Solid Waste	Circular Economy Strategies Report	A circular economy seeks to separate economic activity from the consumption of non-renewable resources, and can also include a transition to renewable energy and materials. A Circular Opportunities Report was completed in 2024 with Council direction to publish the report to the Town's website and to organize a task force on the topic of a local circular economy in 2025. This task force may take the form of a working group with facilitation, meeting space and administration provided by the Town, with an anticipated launch in Q3 2025.
15	Develop a Diversity, Equity and Inclusion Strategy	Medium	60% <div></div>	2027	A: Senior Management Team  R: Manager of Human Resources	A Strategy is embedded within current organizational policies.	An inclusive community is built upon acceptance and understanding, making it a more welcoming place for everyone. A Diversity, Equity and Inclusion (DEI) Strategy will be essential to incorporating an inclusive lens into plans, policies and services, and will create an environment of acceptance and understanding within the TBM organization and throughout the community. The Town joined the UNESCO Coalition of Inclusive Municipalities in late 2023 and formed a committee of staff (IDEA Committee) to identify workable steps for DEI Strategy development, including staff training, recognition of events, and more. Opportunities for new training in 2025 was deferred by Council until 2026.

16	Improve the conditions for attainable housing	Low	40% 	2027	A: Town Council R: Planning and Development Services	Reduced barriers and streamline applications for attainable developments.	Volunteer BMAHC board recommended dissolution of BMAHC in 2024. Next steps for BMAHC and attainable housing in the Town are an ongoing complex topic of discussion. The Town's Official Plan Update (2024 draft) includes a section on Affordable and Attainable Housing (A3.11). Local stakeholders and regional initiatives continue work to identify affordable and attainable housing solutions.
----	---	-----	---	------	---	---	--



# Big Move #4: Implement and Collaborate

➤ **Connection to the Corporate Strategic Plan:** Deliver an Integrated Community Sustainability Plan / Integrate the three pillars of sustainability

Bold Actions	Indicated Action Steps	Level of Importance	Status & Percentage Completed	Due Date	Accountable & Responsible	Expected Outcomes	Related Information
17	Establish decision-making and reporting structures within The Town of The Blue Mountains to ensure decisions contribute towards the Vision and Goals of this plan	High	0% 	2027	A: CAO  R: Town Clerk, Finance and IT Services Department	Council reports and business plans and procurement documents reflect on Vision and Goals.	This is a complex task that many municipalities struggle with and there are several different avenues to explore. A purchasing policy update was originally planned for 2024, but was delayed to early/mid 2025, and sustainability staff will provide input to help inform these updates and embed sustainability considerations into purchasing decisions. Staff will seek to update staff report templates with the Town Clerk in 2025. There is potential to better encourage or engage youth in Council discussions or to inform specific projects and next steps may emerge from the Youth Climate Action Fund program.
18	Establish a community sustainability organization/network to champion sustainability efforts in the community	Low	0% 	2027	A: Manager of Sustainability and Solid Waste  R: Sustainability Coordinator	Creation of a Blue Mountains Sustainability Network	The Town partnered with the Institute of Southern Georgian Bay on an event in late 2023 to explore local networking and relationship-building. Attendees included local and regional non-profit organizations and community group representatives, which expressed a clear lack of interest in forming a new organization or task force to coordinate local sustainability action, in part as this collaboration already occurs and networking events such as the Sustainability Summit and Institute events already facilitate networking. The Green Economy Hub was identified in this event as a key area of interest for area stakeholders. A youth climate council or other form of youth engagement may align with this action if appropriate opportunities can be identified through the Youth Climate Action Fund.

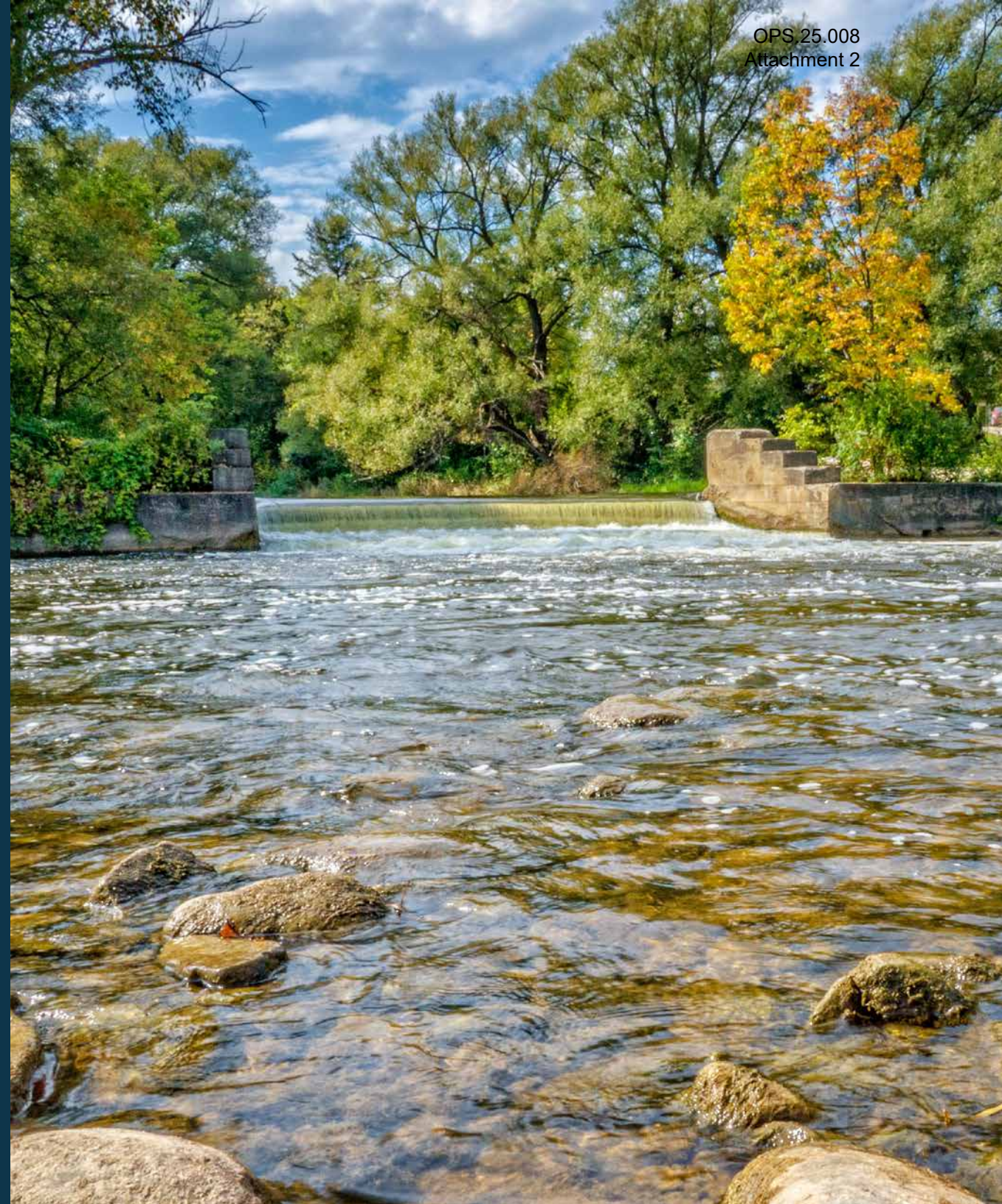
19	Host an annual Community Sustainability Summit	High	100% 	2027	A: Strategic Initiatives Department R: Manager of Sustainability and Solid Waste	Annual Summit being held	The first annual The Blue Mountains and Area Sustainability Summit was held in spring 2024 with more than 120 attendees, with presentations and discussion on circular economy and green economy topics. The Summit events will continue annually, with the second event scheduled for April 24, 2025, on the broad themes of social sustainability in the afternoon (including DEI in GHG emissions accounting, affordable housing, energy retrofits and energy poverty) and continuing green economy themes in the evening.
20	Release an annual report card on sustainability	High	100% 	2027	A: Manager of Sustainability and Solid Waste, Strategic Initiatives Department R: Sustainability Coordinator	Annual Report Card released	The first annual Future Story Report Card was released in early 2024, covering progress made from mid-2022 to end of 2023. This document is the 2024 Report Card covering progress made in 2024. The 2024 Report Card was delayed slightly to provide a deeper level of detail and context behind the status of the 20 Bold Actions.



# THE BLUE MOUNTAINS **FUTURE STORY**

## Implementation Report Card

2024







# INTRODUCTION

The Blue Mountains Future Story (TBM Future Story) is our Integrated Community Sustainability Plan. TBM Future Story was endorsed by Council on July 4, 2022 and outlines 20 Bold Actions for the Town and community to undertake over five years as we work towards our vision and goals for a sustainable future.

Of the 20 Bold Actions, Bold Action #20: Release an annual report card on sustainability, commits the Town to report publicly on the status of TBM Future Story implementation on a yearly basis. This is the Town’s second Report Card, providing an overview of progress made in 2024.

This Report Card is organized into the following sections:

About the 2024 Future Story Report Card.....	Page 3
Create Climate Solutions .....	Pages 4-11
Build Sustainable Neighbourhoods.....	Pages 12-16
Grow an Innovative and Thriving Community .....	Pages 17-21
Implement & Collaborate .....	Pages 22-25

The full version of TBM Future Story can be found at [www.TBMFutureStory.ca](http://www.TBMFutureStory.ca). This website includes the full PDF version of TBM Future Story as well as an online summary of the plan, along with progress updates, links to final deliverables (such as new policy documents) and other relevant information. Town staff will periodically update this site as further progress is made in 2025 and future years.



# ABOUT THE 2024 FUTURE STORY REPORT CARD

Thank you for your interest in learning about the progress we have made so far to implement TBM Future Story. The information in this report card provides a snapshot of what was advanced in 2024, including related budget and comments on successes and barriers. This report card also includes some commentary on future direction for 2025 and beyond as we implement the five-year Future Story sustainability plan.

All 20 of the Bold Actions in TBM Future Story are important priorities to help us achieve long-term sustainability. The vision of TBM Future Story is as follows:

“The Blue Mountains’ communities are world-renowned as stewards of a healthy environment and as champions of well-being, sociocultural diversity, innovation, and regeneration to become the best place to live, work, and play for future generations.”

This long-term vision encapsulates the many Goals of TBM Future Story, working towards long-term sustainability by considering the Town’s Natural Environment, Built Environment, Economy, Community and Culture, Social Well-Being, and Governance. These goals are expanded on within the full TBM Future Story.

Implementation of the plan’s Key Steps will continue to adjust as necessary to find opportunities of natural momentum. This means that if enthusiasm and effort develop among community partners around a specific topic, or if external funding becomes available for specific project types, the Town may shift priorities to take advantage of these opportunities. Adjustments to priorities may also be made in response to feedback received from Council upon periodic review of the annual Report Cards.

Each of this Report Card’s pages focuses on one Bold Action and its associated Key Steps as originally written in TBM Future Story. Each page includes comments on progress, status ratings, and explanations of Below-Target and Not-Initiated steps to provide detail on any challenges and opportunities affecting progress. Each page also includes the original high-level cost estimate from TBM Future Story, as well as 2024 Allocation (actual spending) and 2025 Budget (anticipated spending) beside Key Steps where spending occurred. Most key steps were addressed with staff time.

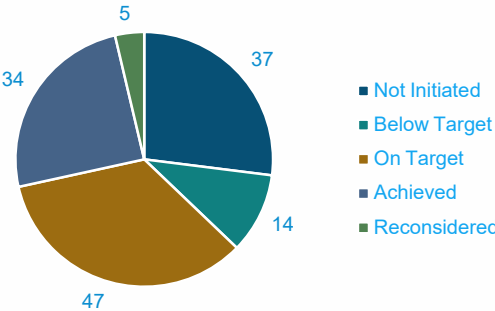
For a summary of each Bold Action’s overall progress and next steps, please refer to the Future Story Strategic Alignment Summary at [www.TBMFutureStory.ca](http://www.TBMFutureStory.ca).

TBM Future Story has a 5-year implementation horizon. The following is a high-level summary of progress made since implementation of TBM Future Story began in July 2022 until the end of the reporting period in December 2024 for all of the plan’s 137 Key Steps:

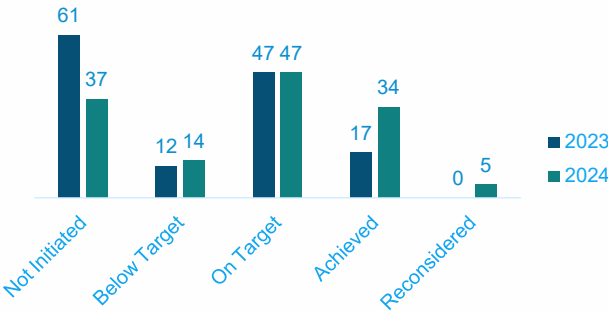
- 25% (34) were Achieved, up from 12% in 2023
- 60% (81 of 137) were On Target or Achieved, up from 47% in 2023
- 41% (56 of 137) were Below Target or Not Initiated (including Reconsidered), down from 53% in 2023

Not all Key Steps will take the same level of effort or resourcing, but at a high level, these figures demonstrate the progress that was made in 2024. There has been a clear progression from ‘Not Initiated’ into ‘Below Target’ or ‘On Target’, and from these in-progress categories into the ‘Achieved’ category, for the 2024 reporting period.

Status of Future Story Key Steps



Progress on Future Story Key Steps



We hope you find this Report Card informative! This is a snapshot in time aiming to summarize a year’s worth of information, and progress has continued to take place through early 2025.

If you have any questions after reviewing the Report Card or would like to know more about current sustainability activities, please reach out to [sustainability@thebluemountains.ca](mailto:sustainability@thebluemountains.ca) or go to [www.TBMFutureStory.ca](http://www.TBMFutureStory.ca) to view more frequent updates on Bold Action areas.

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 1: Achieve Milestone 5 in the Federation of Canadian Municipalities Partners for Climate Protection program

Plan Estimate: No cost

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3:</b> Apply for recognition of Corporate Milestone 3 and Community Milestones 2 and 3 with existing targets and action plans.	Recognition from the PCP program for Milestones 2 and 3 was received in July 2022.	Achieved		Staff time	
<b>2023-2027:</b> Begin implementing actions to reduce GHG emissions as proposed in the Town's Municipal Response to the Cimate Emergency Declaration and in TBM Future Story.	New Municipal Net Zero Emissions Buildings Policy, and Municipal Construction Waste and Deconstruction Policy are two examples.	On Target		Staff time	Facilities & Fleet and capital budget as required
Continue to introduce GHG-reducing projects/initiatives into successive annual budget processes as needed and appropriate, as recommended by TBM Future Story and/or the Town's Energy Conservation and Demand Management Plan.	2024 budget provided up to \$50k for the Energy Conservation and Demand Management (ECDM) Plan. Less than \$14k was used for consultant support to prepare the ECDM Plan.	On Target		Less than \$14k of total \$50k capital budget allocation	No budget request
Annual corporate GHG inventories and periodic communications/reporting on results.	Completed 2024 Energy Conservation and Demand Management Plan including GHG inventory. Staff Report will be provided.	Below Target	2023 data issues in RETScreen software have been addressed. Energy Conservation and Demand Management Plan provides basis for future annual or bi-annual GHG inventory updates, beginning with a comprehensive update in 2025.	Staff time	Staff time
<b>2027:</b> Apply for recognition of Corporate Milestone 4 (Implement a local climate action plan) and Corporate Milestone 5 (Monitor, Track and Report results). Milestone 5 may take additional time beyond 2027 to accomplish, depending on staff resourcing/ time to estimate GHG impacts of specific projects.		Not Initiated	Milestone 4 can be applied for at the end of the Future Story implementation period (~2027) and then Milestone 5 when this is reported on.	N/A	N/A
Work with Grey County to receive an updated community scope GHG inventory for The Blue Mountains.	Provision of this is in delay and with the County	Below Target	Preparing localized community-scope GHG inventories faced issues of data availability that hinder the ability to divide GHG information between lower-tier municipalities in Grey for the 2018 baseline year. Town staff continue to work with Grey County to explore opportunities to report out GHG emissions at the municipal level.	N/A	N/A
Undertake reporting to achieve Community Milestones 4 and 5 in the 2027-2028 period – to align with a 5-year review period for Grey County's CCAP.		Not Initiated			N/A

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 2: Expand low-carbon transportation options to include regional electric vehicle infrastructure and greening the TBM municipal fleet      Plan Estimate: >\$75,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2023, Q1-Q3:</b> Develop a proposed map of suggested community EV charger locations with rationale- based support.	Town has installed a network of 12 public level 2 chargers.	Achieved		\$8k Sustainability Budget \$180k external	Staff time
Participate in regional collaboration meetings for charging corridors.	Coordinating with multi-county program “Rural Recharge” to install level 3 public charging in Thornbury by 2025.	On Target		Staff time	Staff time
Identify local opportunities for public EV chargers and seek funding to expand the local EV charging network.	Town has installed a network of 12 public level 2 chargers.	Achieved		Staff time	Staff time
Explore opportunities to support electric bicycles.	Ongoing.	On Target		Staff time	
<b>2023, Q4:</b> Business case to understand fleet savings from electrification. Create transition plan 1) to identify short-, medium- and long-term opportunities to transition fleet vehicles and equipment to electric power; 2) to implement charging stations at key Town facilities; 3) to replace internal combustion engine vehicles with electric vehicles.	A prerequisite to transitioning the Town’s fleet is installation of EV charging infrastructure.	Below Target	Staff continue to seek opportunities for fleet-focused Level 3 EV chargers. Met with a potential service provider in early 2025 to develop a fleet electrification plan.	Staff time	\$10k (est.)
<b>2024, Q1-Q2:</b> Consult with Town Manager and Director-level staff.	Potential locations have been identified. Continuing to seek funding opportunities.	On Target		N/A	N/A
Bring plan to Council for approval.		Not Initiated		N/A	N/A
<b>2024, Q3:</b> Investigate and create a recommendation on whether or not to implement electric vehicle charging stations into the Community Improvement Plan (potential incentive 3.11 Property Enhancement and Improvement Program). » Consider local locations for chargers and opportunities to leverage corporate chargers.		Not Initiated		N/A	N/A
Once the transition plan is completed, begin implementing plan, beginning with installation of EV charging stations for Town fleet vehicles that fall within the near-term opportunity category.		Not Initiated		N/A	N/A
Continue to seek funding opportunities and/or technology/ charger location choices (e.g., allowing public to use Town EV chargers in off hours) to offset costs of Town EV charging infrastructure and build local EV charging capacity.		On Target		N/A	N/A

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 3: Develop a Climate Change Adaptation Plan with Grey County’s Climate Change Action Plan

Plan Estimate: \$25,000 - \$75,000

Staff Comments: Grey County has initiated a community-wide climate adaptation planning process, which staff are supporting. Staff are also looking into flood risk mitigation tools and other opportunities to address the Town’s climate resilience.

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
2023, Q2: Operations to outreach to the County to join a milestone process, such as the ICLEI Building Adaptive and Resilient Communities (BARC) program to assist with funding and plan development.		On Target		Staff time	Staff time
2023, Q3 - 2024, Q4: Collaborate with the County, local industry, and community organizations throughout plan development. Expected start of this project is late 2023.	Work with the County began in fall 2024.	On Target		N/A	Staff time
Identify impacts to key economic sectors in the Town from climate change impacts.	The County's community-scope climate adaptation plan includes engagement opportunities for members of the public, including businesses and residents in The Blue Mountains.	On Target		N/A	Staff time
Identify potential opportunities that may arise from climate change in the Town.	The County's community-scope climate adaptation plan is exploring potential opportunities in addition to the anticipated impacts. This will involve local community engagement.	On Target		N/A	Staff time
Identify areas of potential investment and development/ building standards modification for the Town.	Town staff will explore free flood risk planning tools available to municipalities.	Not Initiated	Green Development Standards will likely include a climate adaptation aspect (see BA9).	N/A	Staff time
Create and/or circulate group-created educational materials to spread awareness of climate change risks and adaptation measures.		Below Target	See above.	N/A	Staff time
2025: Modify Engineering Standards (See action 4) to address identified climate risks.		On Target		Staff time	N/A



# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 4: Update engineering standards to incorporate resilience to climate change

Plan Estimate: >\$75,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2024, Q2:</b> Town staff to review the joint Climate Change Adaptation Plan [see Action 3] and consider implementation strategies.	Official Plan Phase 2 completed an Environment and Climate Change background paper with numerous recommendations to update existing policies and weave a strong environment and climate change focus throughout all policy sections of the Plan.	On Target		Staff time	Staff time
Research best practices for climate adaptation strategies in engineering standards, and staff training options such as the Public Infrastructure Engineering Vulnerability Committee (PIEVC) to build staff capacity.	The Town hosted PIEVC (Public Infrastructure Engineering Vulnerability Committee) training in 2024 for staff to introduce a climate change vulnerability and risk assessment tool.	Achieved		\$4.35k Sustainability Budget	N/A
<b>2024, Q3:</b> Deliver workshops with industry groups to gather additional engineering standard implementation practices.	Planning hosted Official Plan Engagement sessions on the topics of Environment and Climate Change. Policy updates will be considered. Engineering standard implementation practices to be started.	Below Target	More learning and work to be done, particularly in terms of natural assets management.	N/A	N/A
<b>2025, Q1:</b> Revise and adopt new engineering standards.	The 2023 update to the Town’s Engineering Standards include provisions to address climate change through storm sewer design, low impact development and tree species list that anticipate a migrating hardiness zone.	Achieved		N/A	N/A
Annually Review engineering standards.		Achieved		Staff time	Staff time

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 5: Develop a natural asset inventory to include climate vulnerabilities and inform asset management planning

Plan Estimate: \$500 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2023, Q1:</b> Apply to participate in Municipal Natural Assets Initiative (MNAI) training opportunity to build staff capacity and an understanding of the necessary steps to develop a natural assets inventory.	Training and natural asset road map completed in 2023 with the Natural Assets Initiative (NAI).	Achieved		Staff time	N/A
<b>2023, Q2:</b> Create a business case and/or roadmap to develop a natural assets inventory, and circulate with key community stakeholders (e.g. development sector, environmental not-for-profits).	Development of the Town's natural asset inventory has been completed. Staff are exploring next steps to integrate into asset management planning.	Achieved		N/A	N/A
<b>2023, Q3-Q4:</b> Present business case/roadmap and potential budget to Council, and receive a decision of how to proceed with a natural assets inventory.	Roadmap was presented to Council in June 2023.	Achieved		Staff time	N/A
Consult with regional municipalities and Conservation Authorities, particularly those in Grey County's initiative to develop a climate change adaptation plan, to identify potential opportunities to receive necessary data and/or collaborate (see Action 3)	Consultants and planning staff acquired necessary data to support the natural assets inventory. Additional collaboration and sharing of data is expected to occur with Bold Action 3 and in future natural assets work.	Achieved		Staff time	N/A
<b>2024, Q1:</b> Once approved, begin development of natural asset inventory.	Initiated in 2023 with \$55k from the sustainability budget, completed in 2024.	Achieved		N/A	N/A
2025: Natural asset inventory created and periodically updated.	Natural asset inventory is completed. A full inventory update should be planned in 5 years time (2029). Work to utilize natural assets data and incorporate into the Town's Asset Management Plan is ongoing.	Achieved		N/A	N/A

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 6: Develop a biodiversity strategy (continued on next page)

Plan Estimate: \$25,000 - \$75,000

Staff Comments: Delayed until after Bold Action 5 is completed. Staff have learned that developing a biodiversity strategy will benefit from natural assets inventory data.

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
2023, Q1: Complete a biodiversity policy for Town-owned lands.		Not Initiated	This was as the NAI was identified as a prerequisite. As this was initially budgeted for 2023, staff pivoted to allocate this budget to the Circular Economy Recommendations Report.	N/A	N/A
2023, Q4: Establish project terms of reference, goals and rationale for community-scope biodiversity strategy and determine if external support or partnerships are required for strategy development.		Not Initiated	Council Resolution to begin Biodiversity Plan in 2026.	N/A	Staff time
2024, Q1: If external support or partnerships are required, establish a budget and obtain approval for strategy development.		Not Initiated	Council Resolution to begin Biodiversity Plan in 2026.	N/A	Staff time
2024, Q2-Q4: Identify urban conservation, biodiversity and urban and agricultural tree canopy best practices.	Natural assets inventory helping to inform this piece. Council Resolution to initiate a Tree Task Force in 2025.	On Target		N/A	Staff time
Begin annual biodiversity assessment studies on Town lands and facilities		Not Initiated	See above. How to accomplish annual biodiversity assessments will be a good question to bring into strategy development.	N/A	Staff time
Track the urban canopy current state assessment for The Blue Mountains.	A full inventory of Town-owned trees began in summer 2023. The NAI quantified the Town’s tree canopy coverage at a high level.	On Target		Staff time	Staff time
Identify data needs that could be gathered by a citizen science effort, and how this data might be collected, and how it will be used to improve local conservation and biodiversity, for example: locations, types and removal of invasive species and/or shoreline plastics	In addition to the tree inventory supported by Treetrust TBM, citizen science efforts also included litter cleanups and tracking with Georgian Bay Forever.	On Target		ES Fund project with GBF and Treetrust TBM of 2 x \$2.5k	Staff time and volunteer support
2024, Q4: Facilitate a citizen science campaign and co-develop a detailed set of goals and rationale. Explore opportunities for community leadership, and connections between gathered data and local/regional action to mitigate environmental impacts.		On Target		ES Fund Projects	N/A
2025, Q1-Q2: Finalize and circulate the draft Community Biodiversity Strategy		Not Initiated	See above.	N/A	N/A

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

## Bold Action 6: Develop a biodiversity strategy (continued from previous page)

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2025, Q3:</b> Propose biodiversity initiatives to amend 3.11 of the Community Improvement Plan “Property Enhancement and Improvement Program.”		Not Initiated	See above.	N/A	N/A
Implement newly-identified biodiversity strategies into all subsequent plans, including Official Plan Updates, where applicable.		Not Initiated	Biodiversity Strategy will focus on Town lands. Natural Assets Inventory will support OP (NAI and Natural Heritage Study in same project).	N/A	N/A
Remove limitations on and add requirements for biodiversity in Town bylaws.		Not Initiated	Working with Bylaw Division on potential updates to exempt naturalized landscapes.	N/A	Staff time

# BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

Bold Action 7: Expand production of sustainable local food

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q4:</b> Conduct research and create a rationale and list of amendments to update the zoning bylaw to remove barriers for community gardens and urban agriculture.	Work is not planned to begin until after the Official Plan Review is completed. Current timeline is a start date of 2025.	Not Initiated	Planning staff who proposed and fleshed out this action in TBM Future Story left the Town. Planning has been understaffed. This will need to be a special project in a future budget to receive dedicated staff time and funding.	N/A	N/A
Identify urban agriculture and connect best practices.	Special Project to be considered by Budget/ Council direction.	Not Initiated	See above.	N/A	N/A
Identify opportunities for communication and collaboration for community development.	Special Project to be considered by Budget/ Council direction.	Not Initiated	See above.	N/A	N/A
<b>2023, Q2:</b> Perform key stakeholder engagement on amendments, and potential actions to enhance urban agriculture.	Special Project to be considered by Budget/ Council direction.	Not Initiated	See above.	N/A	N/A
Coordinate messaging with the ‘Grown in Blue’ marketing campaign to promote and support regenerative management and a sustainable agriculture sector.	Second annual “Open Fields” event ran successfully in 2024.	On Target		Strategic Initiatives budget	Strategic Initiatives budget
Collaborate with Grey County and partners on agriculture-related initiatives in Grey’s Climate Change Action Plan, where appropriate.	Collaborating with County and lower-tier municipal staff on the Climate Change Community of Practice in multiple areas.	On Target		Staff time	Staff time
Assist in coordinating a network of regenerative land management practitioners, possibly via Grey Agricultural Services or other local agricultural networks such as Regenerate Grey Bruce.	Regenerate Grey Bruce is developing a network. Grey County and Grey Agricultural Services are supporting the Experimental Acres initiative to support farmers in implementing best practices to build soil health and sequester carbon. Town staff will participate in future opportunities.	On Target		Staff time	Staff time
2023, Q4: Present findings and proposed implementation to Council.		Not Initiated	See above.	N/A	N/A
2024, Q1: Begin a public promotion campaign to encourage urban agriculture practices.	Special Project to be considered by Budget/ Council direction.	Not initiated	See above.	N/A	N/A

# BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 8: Develop a net-zero municipal building policy

Plan Estimate: To be determined

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3:</b> Draft a Net Zero Municipal Building Policy for staff review and revisions.	Complete - several Town projects are implementing this policy.	Achieved		Staff time	N/A
Consider possible linkages with other future municipal policies including a Municipal Building Deconstruction Policy, Biodiversity Strategy for Town lands (Bold Action 6), and a long-term plan to transition Town fleet vehicles to electric alternatives (Bold Action 2).	Municipal Construction Waste and Deconstruction Policy adopted by Council with Net Zero Municipal Building Emissions Policy in June 2023. Efforts to seek EV chargers at Town facilities and electrify the fleet continue. Building a Biodiversity Strategy will build upon the Natural Assets Inventory in 2026.	On Target		Staff time	N/A
<b>2023, Q1:</b> Draft policy/policies brought to Town Council for consideration and adoption	Completed in June 2023.	Achieved		Staff time	N/A
<b>2023-2027:</b> Implement the adopted Net Zero Municipal Building Policy for any new buildings.	Ongoing.	On Target		Staff time	Staff time
Continue to work towards the Town’s net zero emissions by 2050 target through implementation of the Town’s Energy Conservation and Demand Management (ECDM) Plan (including consideration for the social cost of carbon) and in future ECDM Plan updates. This may include equipment upgrades, fuel switching/renewable energy, and/or other retrofits.	ECDM Plan update completed in 2024 with an update to Council in early 2025.	On Target		Staff time	Staff time

# BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 9: Develop and implement Green Development Standards

Plan Estimate: >\$75,000

Staff Comments: Led by Grey County, in collaboration with Huron and Wellington Counties.

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3 - 2023, Q1:</b> Follow Milestone 1: Declaration Phase. This involves building a team and business case for the project, and identifying current practices and objectives of the GDS. *Note* the 4 Milestone process comes from a 2021 Clean Air Partnership toolkit, “Towards Low Carbon Communities: Creating Municipal Green Development Standards”.	Grey County began working with consultants and engaged Town staff in a 2024 workshop, with work continuing into 2025.	On Target		Staff time	Staff time
Collaborate with Grey County and lower-tier municipalities to potentially share resourcing and a common development process for County-wide GDS. Timeline may be revised to align with the County’s timeline if this becomes the preferred way forward.	Timeline was revised, collaboration will occur.	Achieved		Staff time	Staff time
The Town’s Official Plan update process will consider if/how a future County-wide GDS might be supported by local Official Plan policies.	Town planning and development staff are engaged in the process.	On Target		Staff time	Staff time
<b>2023, Q2-Q4:</b> Follow Milestone 2: Metric Development and Consultation.	Green Development Standards work initiated by County and tri-County partners to begin in 2024. May or may not follow the Milestone process. Progress through 2024/25 to completion.	On Target		Staff time	Staff time
<b>2024, Q1-Q3:</b> Follow Milestone 3: Implementation.		Not Initiated	Initiative in progress with Grey County. To be renamed “Future Ready Grey Metrics”.	N/A	Staff time
<b>2024, Q4 onwards:</b> Follow Milestone 4: Track, Monitor and Review.		Not Initiated	See above.	N/A	N/A

# BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 10: Monitor and estimate increases in active transportation uptake as supported by the Transportation Master Plan

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2023, Q2:</b> Identify key metrics for active transportation in the community, focusing on measures that are realistic and meaningful.	Usage of the Georgian Trail was identified as the primary metric available to Town staff.	On Target		Staff time	Staff time
<b>2023, Q3-Q4:</b> Establish processes and protocols for measuring identified metrics, including timing and regularity of measurement.	Community Services staff used to track Georgian Trail travel at four locations and report annually. Sustainability staff will adopt this responsibility moving forward.	On Target		Staff time	Staff time
<b>2024 - onward:</b> Measure and report on changes to active transportation infrastructure and use.		On Target		Staff time	Staff time



# BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 11: Establish a residential green retrofit program

Plan Estimate: >\$75,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2023, Q2 - 2024, Q1:</b> Explore financing and partnership options for a residential green retrofit program, including provincial and federal programs, collaborating with Grey County or a province-wide initiative, financial institution programs and utility bill programs.	Town staff met with Grey County and Clean Air Partnership to consider local/regional study and funding options.	Achieved		Staff time	Staff time
<b>2024, Q2:</b> Develop recommendations on the initial steps towards a green retrofit program for Council to consider. Recommendations may include a feasibility study and/or seeking staff time/resources to collaborate with a larger initiative.	Grey County is exploring an opportunity for a feasibility study with Clean Air Partnership, seeking Green Municipal Fund funding. New Federal and Provincial programs (Home Efficiency Rebates Plus) also support this key step.	On Target		Staff time	Staff time
<b>2024, Q3:</b> Subject to approval of proceeding, develop budget recommendations for the next budget cycle.	Grey County received GMF funding for a Feasibility Study and work began in mid 2024.	On Target		Staff time	Staff time
<b>2024, Q4 - 2025, Q1:</b> Incorporate budget for green retrofit program and pursue next steps to develop and implement a green retrofit program or programs.		Not Initiated	Feasibility study must come first, then program design & seeking funding, then implementation which may require an additional staff person (if a Local Improvement Charge mechanism is used). Expect an expanded timeline compared to the original plan.	N/A	Staff time

# BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 12: Establish litter and construction waste management plans

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>Q3, 2022:</b> Implement deconstruction policy for municipal buildings with minimum diversion targets.	Municipal Construction Waste and Deconstruction Policy Completed in 2023.	Achieved		Staff time	Staff time
<b>Q2, 2023:</b> Implement requirement for litter control and construction waste management plans for medium to large land development applications.	New Waste Management and Litter Control Bylaw intended to assist, provides clear rules and monetary penalties.	Below Target	More work needed to integrate updated bylaw into development applications.	Staff time	Staff time
<b>Q1, 2024:</b> Work with and prepare waste industry and contractors to build capacity to include multi-sort options for construction site waste service.		Not Initiated	Engagement planned for late 2025.	N/A	\$2k Sustainability Budget
<b>Q2, 2024:</b> Broaden policy to individual building applications, start with deconstruction permit to replace building demolition permit.		Not Initiated		N/A	See above
Expand construction management plans to all building applications. Start with voluntary diversion plans providing a template form during permit process.		Not Initiated		N/A	See above
Assist in building local industry around reuse of waste resources and valuable wood in vintage house structures.	Consulting with local stakeholders on circular economy began in 2024.	Below Target		Staff time	See above

# BIG MOVE 3 – GROW AN INNOVATIVE AND THRIVING COMMUNITY

Bold Action 13: Establish/support a green economy task force to identify economic opportunities in the community (continued on next page)

Plan Estimate: >\$5,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3-Q4:</b> Engage with local/regional partners to understand how green economy priorities might be pursued collaboratively for greater potential impact.	Town staff collaborating with Institute of Southern Georgian Bay (ISGB) and regional partners on the green economy hub concept.	On Target		Staff time	Staff time
Confirm if The Blue Mountains will participate in an initiative to develop a Green Economy Hub for the Southern Georgian Bay region with the Institute of Southern Georgian Bay, which is initiating this work in 2022, and consider if the Town can provide funding and support to enable the Institute to facilitate this work. This work may include identifying social enterprises across the Southern Georgian Bay region.	Built on 2023 support in 2024 with an agenda item at the Town's Sustainability Summit event and allocated \$5,000 to Collingwood Climate Action Team to lead a Green Economy Hub pilot.	Achieved		Staff time	Staff time
Town staff to assist, if possible, with an Institute of Southern Georgian Bay initiative to identify social enterprises across the region.	Staff can refer social enterprises to ISGB if/as possible. Town staff to assist the Green Economy Hub pilot in identifying business participants in TBM.	On Target		Staff time	Staff time
<b>2023, Q1:</b> Town staff to participate in conceptualizing and building a regional Green Economy Hub or similar organization with the Institute of Southern Georgian Bay and other local/regional partners and green economy stakeholders.	Collingwood Climate Action Team leading a pilot Green Economy Hub initiative for the southern Georgian Bay region, Town staff to participate on an advisory team for the pilot program.	On Target		\$5k Sustainability Budget	\$5k Sustainability Budget
<b>2023, Q2-Q3:</b> Review of existing Town plans/documents to identify initiatives already in place and address gaps/opportunities.		Below Target	With the new Strategic Initiatives division, staff will review Green Economy Hub support in the context of other economic devleopment initiatives in 2025.	Staff time	Staff time
Engage the business community and green economy experts on opportunities for The Blue Mountains.	This step will occur during the proposed feasibility study and/or as part of Bold Action 19. Town staff began assisting the Green Economy Hub pilot with promotions to the business community in late 2024 and will continue outreach in 2025.	On Target		Staff time	Staff time
<b>2023, Q3:</b> Provide recommendation report to Council for 2024 budget consideration.	Creating a Green Economy Hub is a multi-step process requiring a feasibility study and strong stakeholder support. Staff requested Council approval to allocate \$5,000 to the Green Economy Hub pilot program in fall 2024, which received Council approval.	Achieved		Staff time	Staff time

# BIG MOVE 3 – GROW AN INNOVATIVE AND THRIVING COMMUNITY

Bold Action 13: Establish/support a green economy task force to identify economic opportunities in the community (continued from previous page)

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2024 - ongoing:</b> Town staff and engaged community partners to continue and build participation.	Town staff will continue to assist with building local participation in the GEH pilot into 2025.	On Target		Staff time	Staff time
Consider if/how engagement of the business community on other Future Story actions might be supported by the Green Economy Hub or Town-led task force		Not Initiated	Green Economy Hub not yet established.	N/A	N/A
Upon launch of a Green Economy Hub, Town staff will write a report to Council recommending how the Town may continue its participation.	Town staff are directed to provide a quarterly progress report.	On Target		N/A	N/A

# BIG MOVE 3 – GROW AN INNOVATIVE AND THRIVING COMMUNITY

Bold Action 14: Develop a Circular Economy Recommendations Report and expand circular economy programming

Plan Estimate: \$25,000 - \$75,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2023, Q1:</b> Apply to participate in the FCM CCRI Peer to Peer Network.	CCRI P2P network still on pause for new members as current members receive support for their initiatives. Town staff expressed interest in 2023.	On Target		Staff time	
<b>2023, Q2:</b> Workshop with local businesses, library board, and other stakeholders to understand what is currently being done to support the circular economy and potential local opportunities.	The Town’s Circular Economy Opportunities Report was completed in late 2024. A Master’s student researching single use packaging also supporting the Town with focused research.	Achieved		\$25k Sustainability Budget	N/A
Coordinate with activities related to a Green Economy Task Force (see Action 13) to gather public participants and advocates.	Staff will find appropriate moments to suggest linkages as part of the Green Economy Hub advisory group once the pilots are running.	On Target		N/A	Staff time
Conduct staff investigations to understand lifecycle considerations for procurement policies.		Not Initiated	Time was the main challenge. Council directed staff to review decision-making and sustainability intersections in 2024. Purchasing policy review taking place in 2025.	N/A	Staff time
Research and identify circular economy opportunities for the community.	Occurred as part of Circular Economy Opportunities Report and will continue.	Achieved		Staff time	Staff time
Create a report on potential circular economy implementation.	Completed in summer 2024.	Achieved		N/A	Staff time
<b>2023, Q4:</b> Begin expanding the Library of Things program offered by the library including: Find additional storage spaces to expand library options, assist the library in recruiting donations, create a streamlined process to divert reusable products from the landfill to the library, investigate co-operative opportunities to expand the reach of the program.	Continued operation of Dump Emporium - a large item reuse “store” located at the Town Landfill.	On Target		Staff time	Staff time
<b>2024, Q1:</b> Propose new circular economy programs in a report to Council.	Presented to Council in fall 2024.	Achieved		N/A	Staff time
<b>2024, Q2:</b> Begin implementing identified program expansions with the community and business advocates.		Not Initiated	Implementation to begin 2025, beginning with engagement of interested organizational contacts.	N/A	Staff time and 2023 allocation

# BIG MOVE 3 – GROW AN INNOVATIVE AND THRIVING COMMUNITY

## Bold Action 15: Develop a Diversity, Equity and Inclusion Strategy

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3-Q4:</b> Identify champions in the workplace who will move this forward.	An ad-hoc staff committee was established.	Achieved		Staff time	Staff time
Strike a staff committee to begin research on who we are as a staff and community, understand the Truth and Reconciliation recommendations and understand what DEI concerns are present.	The ad-hoc committee has adopted a Terms of Reference, recruited a broader participant base of interested staff, and now meets monthly as the IDEA Committee (Inclusion, Diversity, Equity and Accessibility).	Achieved		Staff time	Staff time
<b>2023, Q1-Q2:</b> Consult with the community and partners about how TBM can implement Truth and Reconciliation and awareness of diversity.		Below Target	Engaging the community on potentially sensitive topics requires care and planning, and will require the guidance and support of experts in addition to community engagement. Raising staff capacity is needed before a formal DEI Strategy can be developed. Training opportunities for staff, including Indigenous Cultural Awareness Training, are being explored.	N/A	N/A
Developing a strategy that will include corporate policy, statement of commitment, training, and ongoing dialogue.	The Mayor signed the Declaration to join the UNESCO Coalition of Inclusive Municipalities, committing the Town to a set of principles and to develop a Plan of Action. IDEA Committee training budget not approved for 2025.	On Target		N/A	Staff time
Use a DEI and Truth and Reconciliation lens to review current TBM policies and practices.	Human resources staff have begun policy reviews for inclusive language. IDEA Committee will eventually look at the Territory Acknowledgement. Work will continue.	On Target		Staff time	Staff time
<b>2023, Q3-Q4:</b> Begin a cycle of implementation and review.		Not Initiated	See above - delayed until strategy can be developed.	N/A	N/A
Deliver ongoing DEI and Truth and Reconciliation training for staff and integrate into onboarding processes.	IDEA Committee training budget not approved in 2025. Training priorities include racial diversity and equity, accessibility, and Indigenous cultural awareness.	On Target		Staff time	Staff time
DEI committee to review policies and provide feedback.	Internal IDEA staff committee. More work to proceed in 2024.	Achieved		N/A	Staff time
<b>2024:</b> Establish a community-based diversity, equity and inclusion Task Force to explore collaborative approaches between the Town and the community to make The Blue Mountains a more inclusive place.		Not Initiated	See above - likely a recommendation to come out of DEI Strategy, may recruit from engaged stakeholders from strategy development.	N/A	N/A

# BIG MOVE 3 – GROW AN INNOVATIVE AND THRIVING COMMUNITY

Bold Action 16: Improve conditions for attainable housing

Plan Estimate: >\$75,000

Staff Comments: Big changes for the BMAHC and the failure of the corporation’s attainable housing project in the preceding years has impacted work in this area. Official Plan work is underway and includes focus on attainable housing.

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q4:</b> Consider embedding the aforementioned attainability threshold into the Official Plan.	The Town's Official Plan Update (2024 draft) includes a section on Affordable and Attainable Housing (A3.11).	On Target		Staff time	Staff time
Embed a research process into the creation of the Official Plan to consider further reduction of barriers to modify the existing building stock in The Blue Mountains to multi units, such as secondary suites. Consider the following elements throughout this investigation: zoning certain areas to permit certain multi-units 'as-of-right' that are in line with the requirements of the Provincial Policy Statement (particularly in close proximity to cultural hubs and downtown centres), reducing minimum lot sizes, frontages, setbacks, increased lot coverage, allowance for multiple units or parking requirements on a case-by-case basis for proposed attainable housing inside the Primary Settlement Area.	Ongoing - Official Plan currently under review.	On Target		Staff time	Staff time
<b>2023, Q2:</b> Evaluate and create a fast-track process for development applications that fall within the “attainability threshold” or have a minimum percentage of 50% attainable housing in a mixed development.		Below Target	Will be considered as part of the Official Plan Review.	Staff time	Staff time
<b>2024, Q2:</b> Establish stable core funding to The Blue Mountains Attainable Housing Corporation to develop a housing reserve fund for maintaining additional attainable housing units, including consideration of new revenue tools.		Below Target	Volunteer BMAHC board recommended dissolution of BMAHC in 2024. Next steps for BMAHC and attainable housing in the Town are an ongoing complex topic of discussion. Local stakeholders and regional initiatives continue work to identify affordable and attainable housing solutions.	Staff time	Staff time
Encourage The Blue Mountains Attainable Housing Corporation to further their mandate to act as a land trust once community financing and not-for-profit housing developments are in search of operational support.		Not Initiated	See above.	Staff time	N/A

# BIG MOVE 4 – IMPLEMENT & COLLABORATE

**Bold Action 17:** Establish decision-making and reporting structures within the Town to ensure decisions contribute towards the plan's Vision and Goals      Plan Estimate: No cost

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3:</b> Update Town business planning documents to incorporate the Vision and Goals of TBM Future Story into the 'Budget Commentary' for each Department, in preparation for the 2023 budget.	Research on options has been initiated. The potential for a large Future Story visual at Town Hall and/or other infographic publications to inform public of Future Story Bold Actions.	Below Target	Knowledge of other municipal approaches does not directly or easily translate to implementation by the Town. Time is needed to work with staff and innovate - cannot simply copy what other municipalities, often of larger sizes, are doing.	Staff time	Staff time and \$1k Sustainability Budget
Develop a draft 2023 budget, using the updated 'Budget Commentary' section.		Not Initiated	Research into options reveal potential challenges to staff time depending on complexity. Further research and staff engagement needed.	N/A	Staff time
Begin updating procurement documents to incorporate elements that require contractors to indicate how their work on a given scope will respond to the Vision and Goals.		Not Initiated	Procurement policy to be updated in 2025 (delayed from 2024), sustainability staff will contribute.	N/A	Staff time
<b>2023, Q1:</b> Commence regular reporting to SAM and SMT Committees on actions in TBM Future Story.		Below Target	See above.	N/A	
Update Council report templates to incorporate a description of how recommendations align with the Vision and Goals.		Not Initiated	See above.	N/A	
<b>2023, Q2:</b> Staff begin using revised Council report structure.		Not Initiated	See above.	N/A	
<b>2023, Q3:</b> Team members who were involved with the three elements (Council reports, Business plans, Procurement processes) to gather and share lessons learned to date in implementing these decision-making supports. Key learnings will be shared with the Sustainability Manager as part of the annual review process.		Not Initiated	See above.	N/A	
<b>2024, Q3:</b> The three decision-making supports will be reviewed by the accountable individuals in order to reflect on their effectiveness and to identify opportunities for improvement to grow the understanding and commitment towards the Vision and Goals of TBM Future Story.		Not Initiated	See above.	N/A	



# BIG MOVE 4 – IMPLEMENT & COLLABORATE

Bold Action 18: Establish a community sustainability organization/network to champion sustainability efforts in the community

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q3-Q4:</b> Connect with community groups and businesses to explore ideas for this action. This would include climate action groups in TBM with Grey County's Climate Volunteer Program – this ICLEI funded initiative will have a climate action and Indigenous reconciliation focus.	Town staff are actively exploring and building relationships with local and regional groups. The Town had the privilege of participating in the Youth Climate Action Fund in 2024, providing 8 youth-led projects with an allocation of \$6,600 CAD each, the majority of whom implemented their projects in TBM.	On Target		Staff time	Staff time
<b>2023, Q1:</b> Establish an initial terms of reference for the Blue Mountains Sustainability Network (BMSN).		Reconsidered	Meeting led by ISGB in fall 2023 asked attending non-profit representatives if there was a desire for a new sustainability roundtable/working group, the answer was largely negative. Starting a brand new organization when there are many not-for-profits already focusing on their areas of interest may not be as productive as supporting these organizations and connections between them - for example through networking opportunities at events such as the Sustainability Summit (Bold Action 19), or networks such as the Green Economy Hub (Bold Action 13).	Staff time	N/A
Develop a resourcing plan for the BMSN to provide clarity on level of support from the Town.		Reconsidered	See above.	N/A	N/A
<b>2023, Q2:</b> Advertise and recruit membership for BMSN.		Reconsidered	See above.	N/A	N/A
Provide orientation materials to members.		Reconsidered	See above.	N/A	N/A
<b>2023, Q4:</b> BMSN is operational, with the Town playing only a supporting role.		Reconsidered	See above.	N/A	N/A

# BIG MOVE 4 – IMPLEMENT & COLLABORATE

Bold Action 19: Host an annual Community Sustainability Summit

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
2023, Q1: Begin planning the inaugural Sustainability Summit.		Achieved		Staff time	Staff time
2023, Q2: Advertise and promote the Sustainability Summit.		Achieved	It was felt that at least 1 year of implementation should proceed before holding the first event. This delay has provided the first summit with Economy) and regional partners to collaborate on some aspects (Institute & Green Economy Hub working group).	Staff time	Staff time
2023, Q3: Host the first annual Community Sustainability Summit.	First Summit ran successfully in Q2 2024; future annual summits will proceed.	Achieved	The first annual The Blue Mountains and Area Sustainability Summit explored Circular Economy and Green Economy Hub topics. The Summit had more than 140 attendees and assisted in building interest in the Green Economy Hub pilot project.	\$8k Sustainability Budget	\$8k Sustainability Budget

# BIG MOVE 4 – IMPLEMENT & COLLABORATE

Bold Action 20: Release an annual report card on sustainability

Plan Estimate: \$0 - \$25,000

Key Steps	Comments	Status	Explanation	2024 Allocation	2025 Budget
<b>2022, Q4 - 2023, Q1:</b> Sustainability and Communications staff will explore options to design and publish The Blue Mountains Future Story including a possible online dashboard to track progress over time.	Updated <a href="http://TBMFutureStory.ca">http://TBMFutureStory.ca</a> website in 2022 to include summarized content and updates, with further updates in 2023. This report card was drafted in late 2023.	Achieved		Staff time	Staff time
<b>2023, Q2:</b> Notify respective action leads of deadlines for sharing the status of each action.		On Target		Staff time	Staff time
Establish publication timelines and responsibilities within the Town.		On Target		Staff time	Staff time
<b>2023, Q3:</b> Gather status responses for each action in the plan.	Feedback on draft content sought with involved staff for each iteration of the report card.	Achieved		Staff time	Staff time
Prepare the report card and/or online dashboard update		Achieved		Staff time	Staff time
<b>2023, Q4:</b> Release report card, highlighting the status of each action.	To be completed Q1 2024.	Achieved		Staff time	Staff time
Planning for the Community Sustainability Summit can follow and be informed by annual progress reporting.		On Target		Staff time	Staff time

