

## The Blue Mountains Future Story 2025 Report Card – Strategic Alignment Summary

**Purpose:** This Strategic Alignment Summary for The Blue Mountains Future Story 2025 Report Card provides 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 2025 is outlined for each Key Step in the 2025 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 2026
  - Medium: some staff time/resourcing is being applied to make progress on this Bold Action in 2026
  - Low: little staff time/resourcing is being applied to make progress on this Bold Action in 2026
  
- 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) or a review of next steps (e.g. Bold Action 7).
  - Grey Circle: The Key Steps originally identified for this action require serious reconsideration (e.g. Bold Action 16). For these actions, a percentage progress indicator has not been included.

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# Big Move #1: Create Climate Solutions

## Connections to the 2026-27 Corporate Strategic Plan:

- Accountability and Governance / Ensure the Town’s long-term financial health.
- Resilient Growth / Protect and enhance the natural environment and strengthen climate resilience
- Resilient Growth / Ensure local infrastructure is reliable, resilient, and meets community needs

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	50% 	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 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.</p> <p>A comprehensive update to the Town’s corporate GHG inventory is planned to be delivered to Council by summer 2026. In addition, the Town has participated in QUEST Canada’s Net-Zero Communities Accelerator, which provided the Town with an updated community-scope inventory. Reports for both corporate and community GHG inventories will provide an opportunity to compare current performance to the original targets and to discuss next steps.</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	Medium	40% 	2027	A: Manager of Sustainability and Solid Waste R: Manager of Facilities and Fleet	Appropriate municipal sites and funding opportunities to install Level 3 EV chargers will be explored to enable a transition to EV fleet vehicles	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 serve Town fleet vehicles, and continue to seek funding opportunities that may arise to make these investments possible. It will be necessary to install EV charging infrastructure before a transition of the Town's fleet vehicles to electric options can begin.
3	Develop a Climate Change Adaptation Plan with Grey County's Climate Change Action Plan	High	80% 	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 the Building Adaptive and Resilient Communities framework developed by ICLEI—Local Governments for Sustainability. A new contract position at the County is exploring the business case for adaptive actions that could be included in the future 'Resilient Grey' climate adaptation plan. Town staff continue to explore municipal climate risk tools, training and funding opportunities that the Town may be able to take advantage of, such as AssetAdapt+ (see below).
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. In the 2025/26 period, staff participated alongside several municipalities to learn more about climate resilient and sustainable infrastructure in a program called AssetAdapt+. This program has helped staff gain more knowledge of protocols to integrate climate resilience and sustainability into infrastructure projects, including a sustainability framework called Envision (sustainability framework for infrastructure) and more depth of knowledge of the PIEVC (climate risk protocol for infrastructure projects).

5	Develop a natural asset inventory to include climate vulnerabilities and inform asset management planning	High	100% 	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. In 2025, staff recommended beginning with identifying and documenting street trees as the Town's first class of natural assets.
6	Develop a Biodiversity Strategy	Medium	30% 	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 Town has submitted an application with the FCM Green Municipal Fund to prepare an Urban Forest Master Plan. If GMF funding for an Urban Forest Master Plan is received, community engagement will be core to the project but will not involve a Task Force.
7	Expand production of sustainable local food	Low	70% 	2027	A: Not Assigned R: Not Assigned	Increase in community gardens and farmers market attendance/vendors	This action involves a planning policy review to identify potential barriers to urban agriculture in the Town and identify any potential opportunities to improve planning policies. Planning staff were consulted in 2025 and research began, with a proposed Backyard Hens By-Law identified as a priority measure after a complaint and resulting deputation from a hen owner in Clarksburg. The possible enactment of this by-law will be determined in May or June 2026. Economic development initiatives (e.g. Open Fields) continue to be successful at supporting and celebrating the Town's significant agricultural and agri-business community.

## Big Move #2: Build Sustainable Neighbourhoods

### Connections to the 2026-27 Corporate Strategic Plan:

- Community for Everyone / Expand safe and connected mobility options throughout the Town and neighbouring communities
- Resilient Growth / Protect and enhance the natural environment and strengthen climate resilience

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% 	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 anticipated upgrades to a new Operations facility on Hoffman Street in Thornbury. 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, was presented to Council in 2025.
9	Develop and implement Green Development Standards	Medium	90% 	2026	A: Manager of Climate Change Initiatives, Grey County R: Operations and Planning Departments	Green development standards are in place	Green Development Program (initially called the Tri-Country Green Development Standards (GDS) project) is a collaborative initiative between Grey, Dufferin, and Wellington Counties. The Green Development Program is a voluntary program offering metrics, recognition, and capacity building to encourage more energy efficient, sustainable and climate resilient development. A grant-funded staff position is guiding the rollout of this new program in the 2025-27 period and Town staff are being consulted on the implementation of this program within The Blue Mountains.

10	Monitor and estimate increases in active transportation uptake as supported by the Transportation Master Plan	Low	30% 	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. Trail usage counts are currently undergoing further verification to support data accuracy and consistency. This work will continue in 2026 in collaboration with the trail counter manufacturer to review and refine instrument sensitivity.
11	Establish a residential green retrofit program	Low	30% 	2027	A: Manager of Climate Change Initiatives, Grey County R: Manager of Sustainability and Solid Waste	A local/regional 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 continues to explore if supplemental residential retrofit programming beyond the Federal and Provincial offerings is warranted, but there is no plan to pursue a new municipal retrofit program at this time.
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 updates to the Development Agreement to include provisions for controlling litter on construction sites and materials diversion.

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

### Connections to the 2026-27 Corporate Strategic Plan:

- Accountable and Transparent Government / Maintain a strong and resilient workforce and organizational culture
- Community for Everyone / Support the creation of diverse housing options across the affordability spectrum
- Resilient Growth / Protect and enhance the natural environment and strengthen climate resilience
- Resilient Growth / Celebrate and respect our cultural heritage and evolving community character
- Strong & Diverse Economy / Promote economic diversification to build a resilient economy, including agriculture

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	85% 	2027	A: Communications and Economic Development R: Manager of Sustainability and Solid Waste	Task Force (Green Economy Hub) recommendations are provided to Council	Since 2024, Council has supported a Green Economy Hub pilot project led by Collingwood Climate Action Team, called Green Economy Southern Georgian Bay (SGB), with three financial contributions. Green Economy SGB 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 are providing quarterly progress updates to Council. Green Economy SGB is undertaking a full year pilot program in the 2026/27 period, and the success of this pilot will determine if the program continues further.
14	Develop a Circular Economy Recommendations Report and expand circular economy programming	High	100% 	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 and published to the Town's website. In 2025, it was determined that direct engagement and information tools for local businesses would be necessary. The Town has arranged to work with Climate Action Now Network to bring free waste audits and diversion info to local businesses in 2026.

15	Develop a Diversity, Equity and Inclusion Strategy	Medium	60% 	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. 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 IDEA Strategy development, including staff training, recognition of events, and more. A request for new budget for IDEA-related training in 2025 was deferred. The IDEA Committee is now working on a first annual report to update Council, staff and the broader public on IDEA Committee activities and planned next steps. This report will not be at the level of depth and engagement that a formal IDEA Strategy could be, as new resourcing would be required to enable strategy development.
16	Improve the conditions for attainable housing	Low		2027	A: Town Council R: Planning and Development Services	Reduced barriers and streamline applications for attainable developments.	The volunteer Blue Mountains Attainable Housing Corporation (BMAHC) board recommended dissolution of BMAHC in 2024, and the BMAHC was formally dissolved in early 2026. Next steps for 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. The Town's Community Improvement Plan (CIP) is currently in review and may also support new opportunities for affordable and attainable housing.

## Big Move #4: Implement and Collaborate

### Connections to the 2026-27 Corporate Strategic Plan:

- Accountable and Transparent Government / Deliver transparent, effective, and evidence-based governance and decision making
- Accountable and Transparent Government / Build and continue to strengthen community trust through proactive communications and consultation
- Accountable and Transparent Government / Build strategic partnerships within our community, with neighbouring municipalities, First Nations communities, and other governments
- Accountable and Transparent Government / Prioritize continuous improvement of all core services

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	30% 	2027	A: CAO R: Town Clerk, Finance and IT Services Department	Council reports and business plans and procurement documents reflect on Vision and Goals.	The Town's Procurement policy must balance a wide variety of corporate needs and legislated requirements. In 2026, the Draft Procurement policy includes reference to preservation of the natural environment and to initiatives 'advancing economic, environmental and social sustainability'. Learnings from the Youth Climate Action Fund may inform future opportunities to engage youth in Town projects or discussions at Council. The AssetAdapt+ program described under Bold Action 5 asks participating municipalities to explore how Envision and PIEVC frameworks might be applied to their respective procurement processes and project delivery for future civil infrastructure projects. Staff will aim to identify a capital project to include Envision and PIEVC in the 2027 budget process.
18	Establish a community sustainability organization/network to champion sustainability efforts in the community	Low		2027	A: Manager of Sustainability and Solid Waste R: Sustainability Coordinator	Creation of a Blue Mountains Sustainability Network	An event in late 2023 with regional non-profit representatives confirmed that a new sustainability organization/task force was not desired; however, a Green Economy Hub was a key area of interest with Town support. The Youth Climate Action Fund aligned with this action by engaging young community members. Town staff continue to build and maintain relationships with local sustainability organizations by collaborating on or supporting their initiatives where possible/practical and in alignment with Town priorities; receiving input from these organizations given their knowledge and interests in Town projects; and sometimes with funding through the annual Environmental Sustainability 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 second Summit event on April 24, 2025, covered a range of themes including IDEA in GHG emissions accounting, affordable housing, energy retrofits and energy poverty, and had more than 120 registrants. Due to budgetary constraints, a Sustainability Summit is not planned for the 2026 year.
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. The 2024 Report Card covered progress made in 2024 and was presented to Council in April 2025. The 2025 Report Card covers the progress made in 2025 and has followed the same timeframe as the 2024 report.