

THE BLUE MOUNTAINS FUTURE STORY

Implementation
Report Card

2025





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 third Report Card, providing an overview of progress made in 2025.

This Report Card is organized into the following sections:

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The full version of TBM Future Story can be found at 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 2026 and future years.

ABOUT THE 2025 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 2025, including related budget and comments on successes and barriers. This report card also includes some commentary on future direction for 2026 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.

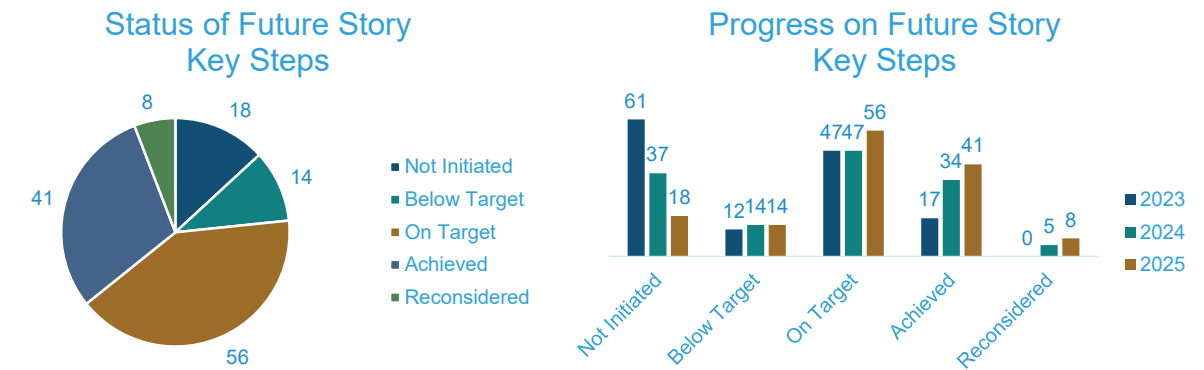
Each of this Report Card’s pages focuses on one Bold Action and its associated Key Steps as originally written in TBM Future Story. Each page includes comments on progress, status ratings (Achieved, On Target, Below Target and Not Initiated), and explanations of Below-Target and Not-Initiated steps to 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 2025 Allocation (actual spending) and 2026 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.

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 2025 for all of the plan’s 137 Key Steps:

- 30% (41) were Achieved, up from 25% in 2024
- 71% (98 of 137) were On Target or Achieved, up from 60% in 2024
- 23% (32 of 137) were Below Target or Not Initiated, down from 41% in 2024
- 6% (8 of 137) were Reconsidered, up from 4% in 2024

Not all Key Steps require the same level of effort or resourcing, but these figures are a high-level indication of progress made in 2025. There has been continued progression from ‘Not Initiated’ and ‘Below Target’ categories into the ‘On Target’ and ‘Achieved’ categories.



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 2026.

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 or go to 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	2025 Allocation	2026 Budget
2022, Q3: 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		N/A	N/A
2023-2027: Begin implementing actions to reduce GHG emissions as proposed in the Town's Municipal Response to the Climate 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		Facilities & Fleet and capital budget as required	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.	2025 construction began on Fire Hall 2 to be a new net zero energy performing building, continued maintenance for energy performance at other facilities and initiated fuel switching for fleet vehicles where possible. 2026 operational work plan includes facility upgrades and continued fuel switching efforts.	On Target		Measures included in 2025 Budget	Measures included in 2026 Budget
Annual corporate GHG inventories and periodic communications/reporting on results.	Completed 2024 Energy Conservation and Demand Management Plan including updated GHG inventory was presented to Council in early 2025.	Below Target	More comprehensive corporate and community-scope GHG inventories are in progress for 2026	Staff time	Staff time
2027: 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.	The Town began participating in QUEST Canada's Net-Zero Communities Accelerator program, which included a baseline assessment, community-scope GHG inventory, training on this type of inventory and an energy mapping workshop.	On Target		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	2025 Allocation	2026 Budget
2023, Q1-Q3: 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		Staff time	Staff time
Participate in regional collaboration meetings for charging corridors.	Coordinating with multi-county program “Rural Recharge” to install one public level 3 EV charger in Thornbury.	Below Target	The Rural Recharge program is delayed, as project partners re-evaluate the best approach.	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	
2023, Q4: 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.	Staff time	Staff time
2024, Q1-Q2: Consult with Town Manager and Director-level staff.	Staff identified potential opportunities for fleet chargers at facilities in 2024. Will continue seeking funding to support up-front costs.	On Target		N/A	N/A
Bring plan to Council for approval.		Not Initiated		N/A	N/A
2024, Q3: 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.		On Target	The Town’s CIP program structure is currently under formal review. Review process background reports identify opportunities for the program to support TBM Future Story.	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

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 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. Town staff supported development of the Resilient Grey climate adaptation in 2025. The County is developing a business case for taking adaptive actions and will have interim recommendations for County Council by May 2026.	On Target		Staff time	Staff time
Identify impacts to key economic sectors in the Town from climate change impacts.	The County’s community-scope climate adaptation plan included engagement opportunities for members of the public, including businesses and residents in The Blue Mountains. The 2025 Sustainability Summit included an engagement workshop for attendees.	On Target		Staff time	Staff time
Identify potential opportunities that may arise from climate change in the Town.	See above.	On Target		Staff time	Staff time
Identify areas of potential investment and development/building standards modification for the Town.	Town staff began participating in free AssetAdapt+ training to better understand how to include climate resilience into capital project procurement (see BA17). The County’s Green Development Program includes climate adaptation (see BA9).	On Target		Staff time	Staff time
Create and/or circulate group-created educational materials to spread awareness of climate change risks and adaptation measures.	Town staff are collaborating with Grey County on the rollout of the voluntary Green Development Program for new residential construction.	On Target		Staff time	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	2025 Allocation	2026 Budget
2024, Q2: 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.	Building on the PIEVC training in 2024, several Town Operations staff participated in a free AssetAdapt+ training program, gaining a more in depth understanding of PIEVC and another framework for infrastructure sustainability called Envision.	Achieved		Staff time	Staff time
2024, Q3: Deliver workshops with industry groups to gather additional engineering standard implementation practices.	Engineering Standards implementation practices to be started. More learning and work to be done, particularly in terms of natural assets management and urban tree protection. New policies enacted to protect trees during construction and reconstruction projects, responding to strong public interest in tree protection.	On Target		N/A	N/A
2025, Q1: 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. Considerations for new updates will be ongoing.	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	2025 Allocation	2026 Budget
2023, Q1: 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
2023, Q2: 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
2023, Q3-Q4: 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
2024, Q1: 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

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
2023, Q1: Complete a biodiversity policy for Town-owned lands.	The Town has submitted an application with the FCM Green Municipal Fund to prepare an Urban Forest Master Plan. This work will build upon the completed Natural Assets Inventory (BA5) and will engage local stakeholders in its development.	On Target		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.	A Council resolution in October 2025 approved of staff initiating a proposed terms of reference for the BUFS Task Force. As 2026 is an election year, the Task Force may begin in 2027. 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.	On Target		Staff time	GMF Funding application in progress
2024, Q1: If external support or partnerships are required, establish a budget and obtain approval for strategy development.	See updates above.	On Target		Staff time	Staff time
2024, Q2-Q4: Identify urban conservation, biodiversity and urban and agricultural tree canopy best practices.	Natural assets inventory helped to inform this piece. New policies were enacted to better protect trees during construction and reconstruction projects.	On Target		Staff time	Staff time
Begin annual biodiversity assessment studies on Town lands and facilities		Not Initiated	The Urban Forest Master Plan is a prerequisite to annual monitoring.	N/A	Staff time
Track the urban canopy current state assessment for The Blue Mountains.	The Natural Asset Inventory quantified the Town's entire tree canopy coverage at a high level. This can be used to track health and status of the urban forest canopy over time.	Achieved		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	Citizen science efforts have included a variety of efforts. Georgian Bay Forever and Climate Action Now Network have weighed and identified litter types captured in cleanups. Treetrust TBM seeks to involve residents in native tree seed saving and supported early tree inventory work by volunteers. Pollinate TBM aims to track the number of pollinator gardens in Town.	On Target		Three ES Fund projects totalling \$8k	ES Fund projects

BIG MOVE 1 – CREATE CLIMATE SOLUTIONS

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

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
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	ES Fund Projects
2025, Q1-Q2: Finalize and circulate the draft Community Biodiversity Strategy		Not Initiated	See above.	N/A	N/A
2025, Q3: 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	See above.	N/A	N/A
Remove limitations on and add requirements for biodiversity in Town bylaws.	Provisions to allow for some naturalization of urban yards in a proposed update to the Town’s Property Standards By-law were recommended in early 2025. Ultimately, the updated by-law was rejected by Council for reasons unrelated to the naturalization provisions. This action could be revisited at a later date.	Reconsidered		Staff time	N/A

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	2025 Allocation	2026 Budget
2022, Q4: Conduct research and create a rationale and list of amendments to update the zoning bylaw to remove barriers for community gardens and urban agriculture.	Staff have begun research into urban agricultural by-law provisions/options. Development of a Backyard Hens By-law began in late 2025. Could be approved as early as May 2026.	On Target		N/A	N/A
Identify urban agriculture and connect best practices.	Research into urban agriculture best practices enabled by municipal by-laws has largely been completed. however no recommendations beyond Backyard Hens have been made. Research with University of Guelph into local soil health and suitability for urban agriculture initiated in 2025.	On Target		\$5,000	\$5k (total value \$20k over two years with \$10k MITACS grant)
Identify opportunities for communication and collaboration for community development.	Web page created for the proposed by-law. Will be amended once adopted by Council to include additional information.	On Target		N/A	N/A
2023, Q2: Perform key stakeholder engagement on amendments, and potential actions to enhance urban agriculture.	Public Meeting scheduled for March 31, 2026	On Target		N/A	N/A
Coordinate messaging with the 'Grown in Blue' marketing campaign to promote and support regenerative management and a sustainable agriculture sector.	Third annual Open Fields event ran successfully in 2025. Strategic Initiatives continues to support agricultural economic development and the Town encourages buy local initiatives.	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. The Town will help promote annual application intake to the Experimental Acres program.	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.	Grey County and Grey Agricultural Services are delivering the Experimental Acres initiative to support farmers in implementing best practices to build soil health and sequester carbon.	On Target		Staff time	Staff time
2023, Q4: Present findings and proposed implementation to Council.		On Target		N/A	N/A
2024, Q1: Begin a public promotion campaign to encourage urban agriculture practices.	Promotion will be possible once initiatives have been enacted.	Not initiated	Hens By-law and Soil Study will need to be approved or initiated before promotion can begin.	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	2025 Allocation	2026 Budget
2022, Q3: Draft a Net Zero Municipal Building Policy for staff review and revisions.	Complete - several Town projects are implementing this policy including new Craighleith Fire Hall.	Achieved		N/A	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 begin with an Urban Forest Master Plan (BA6).	Achieved		Staff time	Staff time
2023, Q1: Draft policy/policies brought to Town Council for consideration and adoption	Completed in June 2023.	Achieved		N/A	N/A
2023-2027: Implement the adopted Net Zero Municipal Building Policy for any new buildings.	Ongoing.	Achieved		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. Ongoing efforts to reduce energy consumption and improve efficiency at Town facilities.	Achieved		Staff time	Staff time

BIG MOVE 2 – BUILD SUSTAINABLE NEIGHBOURHOODS

Bold Action 9: Develop and implement Green Development Standards

Plan Estimate: >\$75,000

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
2022, Q3 - 2023, Q1: 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 and 2026.	Achieved		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.	A dedicated County staff person is responsible for guiding the rollout of the new Green Development Program with lower-tier municipalities.	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
2023, Q2-Q4: Follow Milestone 2: Metric Development and Consultation.	Recommended Milestone process in TBM Future Story is now irrelevant as the Green Development Program has been developed.	Achieved		Staff time	Staff time
2024, Q1-Q3: Follow Milestone 3: Implementation.	Engagement of stakeholders is underway to implement the Green Development Program.	On Target		N/A	Staff time
2024, Q4 onwards: Follow Milestone 4: Track, Monitor and Review.	A survey seeking input from development industry stakeholders and professionals has started this process. Further implementation is necessary before progress can be reviewed.	On Target		N/A	Staff time

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	2025 Allocation	2026 Budget
2023, Q2: 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. There are four trail counters installed at locations across Town.	On Target		Staff time	Staff time
2023, Q3-Q4: Establish processes and protocols for measuring identified metrics, including timing and regularity of measurement.	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.	On Target		Staff time	Staff time
2024 - onward: Measure and report on changes to active transportation infrastructure and use.		Below Target	Addressing data quality issues is the priority to improve confidence in future reporting.	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	2025 Allocation	2026 Budget
2023, Q2 - 2024, Q1: 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.	County staff are promoting available retrofit and incentive programs offered Provincially and Federally and continue to monitor offerings and opportunities.	Achieved		Staff time	Staff time
2024, Q2: 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 continues to explore if supplemental residential retrofit programming beyond the Federal and Provincial offerings is warranted. The Town can help promote existing provincial or federal programs.	Reconsidered		Staff time	Staff time
2024, Q3: Subject to approval of proceeding, develop budget recommendations for the next budget cycle.	Same as above.	Reconsidered	Implementation not being pursued at the County level at this time.	Staff time	Staff time
2024, Q4 - 2025, Q1: Incorporate budget for green retrofit program and pursue next steps to develop and implement a green retrofit program or programs.	Opportunities for residential retrofit incentives or other forms of support can be promoted by the Town in 2026, if/as these programs become available at Federal or Provincial levels.	Reconsidered	Implementation not being pursued at the County level at this time.	Staff time	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	2025 Allocation	2026 Budget
Q3, 2022: Implement deconstruction policy for municipal buildings with minimum diversion targets.	Municipal Construction Waste and Deconstruction Policy Completed in 2023.	Achieved		Staff time	Staff time
Q2, 2023: 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. A voluntary form for developers to describe how they plan to abide by this by-law will be explored in 2026.	On Target		Staff time	Staff time
Q1, 2024: Work with and prepare waste industry and contractors to build capacity to include multi-sort options for construction site waste service.		Below Target	Engagement of development community on waste management did not occur in 2025 as originally planned.	N/A	Staff time
Q2, 2024: Broaden policy to individual building applications, start with deconstruction permit to replace building demolition permit.		Below Target	Wording may be added to the Demolition Permit and/or Development Agreements to encourage waste sorting and diversion, and will inform developers of diversion options at the landfill.	N/A	Staff time
Expand construction management plans to all building applications. Start with voluntary diversion plans providing a template form during permit process.		Not Initiated	Working with Development Service staff will determine scope of addition(s) to Development Agreements.	N/A	Staff time
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	Bringing new information to local building industry and/or any voluntary measures (per above 2026 plans) will be a form of engagement.	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 on next page)

Plan Estimate: >\$5,000

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
2022, Q3-Q4: 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
2023, Q1: 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
2023, Q2-Q3: Review of existing Town plans/documents to identify initiatives already in place and address gaps/opportunities.	Green Economy SGB met with the Director of Strategic Initiatives in 2025. Collaboration to support Green Economy SGB engage with Town businesses, and identifying opportunities or gaps for support, will continue.	On Target		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
2023, Q3: 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	2025 Allocation	2026 Budget
2024 - ongoing: 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 SGB needs to fully implement their model in 2026 before engagement on other sustainability priorities through this initiative can be explored.	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	2025 Allocation	2026 Budget
2023, Q1: 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			
2023, Q2: 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		N/A	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		Staff time	Staff time
Conduct staff investigations to understand lifecycle considerations for procurement policies.	Council directed staff to review decision-making and sustainability intersections in 2024. Purchasing Policy review took place in 2025.	Below Target	Updated Policy will be considered for adoption in early 2026. Staff participating in AssetAdapt+ training to better understand how to embed sustainability and climate resilience elements in future capital project procurements.	Staff time	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		Staff time	Staff time
2023, Q4: 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. The Library and Beaver Valley Outreach have installed Little Free Libraries at 5 locations across Town, with books, pantry items and - as of 2026 - feminine hygiene products.	On Target		Staff time	Staff time
2024, Q1: Propose new circular economy programs in a report to Council.	Presented to Council in fall 2024.	Achieved		Staff time	Staff time
2024, Q2: Begin implementing identified program expansions with the community and business advocates.	Implementation delayed to 2026.	Below Target	Working with Climate Action Now Network to directly engage businesses with free waste audits. Follow-up reports to include waste data and information on Town programs and best practices to divert waste and reduce costs.	N/A	\$2k Sustainability Budget

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	2025 Allocation	2026 Budget
2022, Q3-Q4: 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
2023, Q1-Q2: Consult with the community and partners about how TBM can implement Truth and Reconciliation and awareness of diversity.	Raising staff capacity is needed before a formal DEI Strategy can be developed. Indigenous Cultural Awareness Training was made available to staff with excellent turnout in 2025. Broad public engagement on a formal DEI Strategy likely will not be able to occur without increased resourcing for this initiative.	On Target		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. Training budget not approved for 2025.	On Target	The IDEA Committee aims to present a 'plan of action' at Council comprised of IDEA Committee activities to-date and planned for the future in mid-2026.	Staff time	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
2023, Q3-Q4: Begin a cycle of implementation and review.		Below Target	A formal strategy cannot be developed without increased resourcing for this initiative. However, the IDEA Committee allows staff to collaborate on IDEA-related initiatives aligning within existing work plans and current resourcing.	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		Staff time	Staff time
2024: 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

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
2022, Q4: 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.	On Target		Staff time	Staff time
2023, Q2: 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	Considered as part of the Official Plan Review.	Staff time	Staff time
2024, Q2: 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.	N/A	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
(continued on next page)

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
2022, Q3: 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 continued with a focus on procurement policy measures.	Below Target	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'.	N/A	N/A
Develop a draft 2023 budget, using the updated 'Budget Commentary' section.		Below Target	It is the intention of staff to consult with the capital project division to select one upcoming capital project to embed sustainability and climate resilience planning, using AssetAdapt+ training to inform the added scope. These elements will then be included in the appropriate budget package for consideration at Council.	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.		Below Target	The Town's Manager of Purchasing and Risk Management contributed to meetings to discuss how AssetAdapt+ learnings may be gradually and appropriately included in a future capital project starting with an initial budget request.	N/A	Staff time
2023, Q1: Commence regular reporting to SAM and SMT Committees on actions in TBM Future Story.		On Target	Reporting on specific initiatives at SAM and SMT occurs regularly. SMT members were informed of key AssetAdapt+ learnings and are engaged to support key sustainability decision-making whenever necessary.	Staff time	Staff time
Update Council report templates to incorporate a description of how recommendations align with the Vision and Goals.		Not Initiated	Staff report templates will be updated for the new Corporate Strategic Plan for 2026/27. The creation of the new Corporate Strategic Plan referred to TBM Future Story and local sustainability concerns. The possibility of further updates will need to be discussed with the Town Clerk.	N/A	N/A
2023, Q2: Staff begin using revised Council report structure.		Not Initiated	See above.	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
 (continued from previous page)

Key Steps	Comments	Status	Explanation	2025 Allocation	2026 Budget
<p>2023, Q3: 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.</p>		Not Initiated	See above.	N/A	
<p>2024, Q3: 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.</p>		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	2025 Allocation	2026 Budget
2022, Q3-Q4: 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 on an ongoing basis. The Town had the privilege of participating in the Youth Climate Action Fund in 2024 and 2025 providing 21 youth-led projects with funding for climate action projects in Saugeen Ojibway Nation traditional territory, with many implemented in the Town. All projects demonstrated alignment with the goals of TBM Future Story.	On Target		Staff time	Staff time
2023, Q1: 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
2023, Q2: 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
2023, Q4: 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	2025 Allocation	2026 Budget
2023, Q1: Begin planning the inaugural Sustainability Summit.		Achieved		Staff time	Staff time
2023, Q2: Advertise and promote the Sustainability Summit.		Achieved		Staff time	Staff time
2023, Q3: Host the first annual Community Sustainability Summit.	First Summit ran successfully in Q2 2024; second Summit ran successfully in Q2 2025. Budget for 2026 did not include a Summit as a cost-saving measure.	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.	\$15k Sustainability Budget	Excluded from 2026 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	2025 Allocation	2026 Budget
2022, Q4 - 2023, Q1: 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 http://TBMFutureStory.ca website in 2022 to include summarized content and updates. The dedicated URL will be replaced with www.thebluemountains.ca/futurestory in 2027.	Achieved		Staff time	Staff time
2023, Q2: 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
2023, Q3: 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
2023, Q4: Release report card, highlighting the status of each action.	Reports so far were completed in Q1 2024, Q2 2025 and Q2 2026.	Achieved		Staff time	Staff time
Planning for the Community Sustainability Summit can follow and be informed by annual progress reporting.		Achieved		Staff time	Staff time



The Blue Mountains
Future Story